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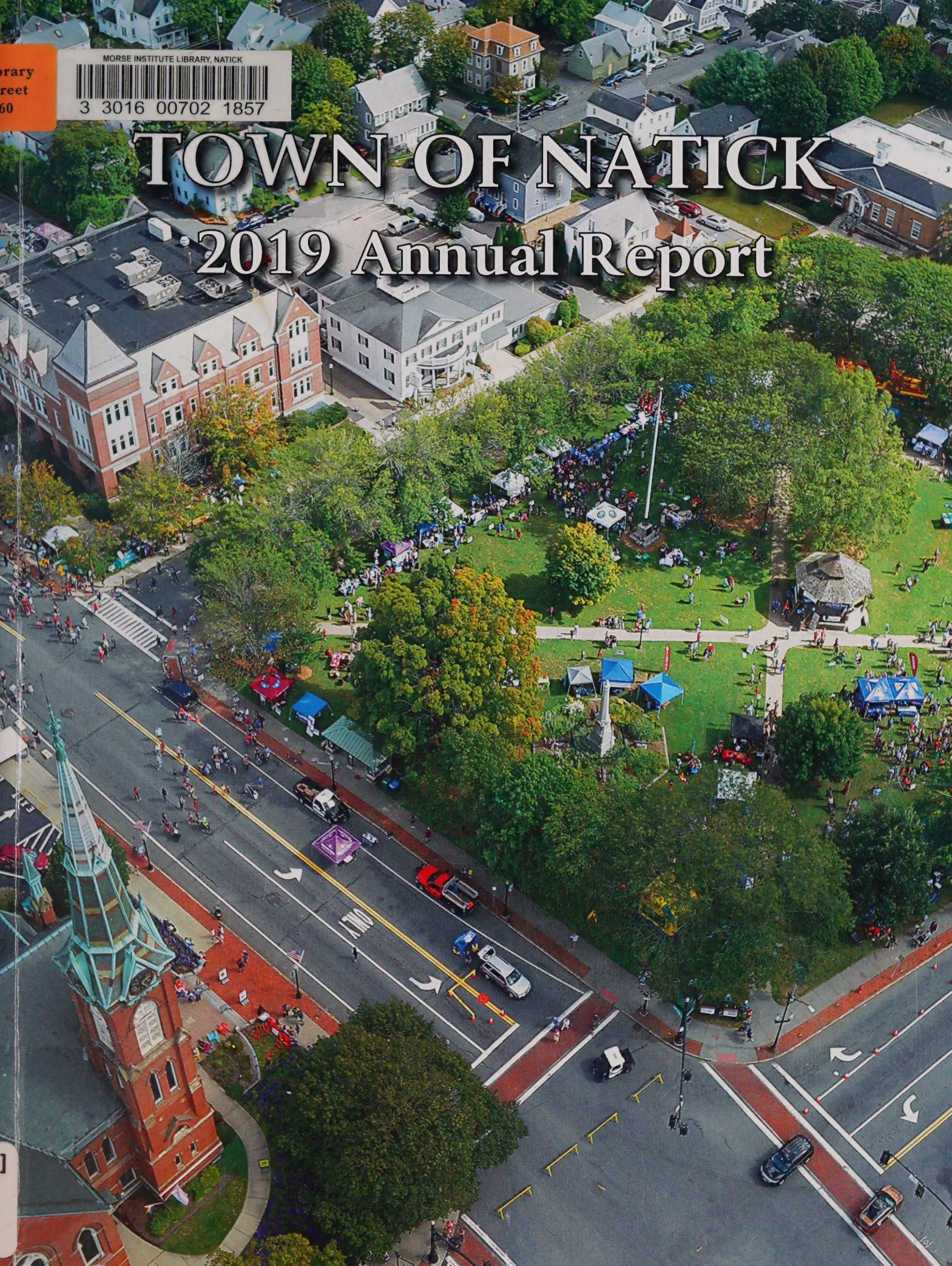
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# TOWN OF NATICK

## 2019 Annual Report





## GENERAL STATISTICS

Natick was incorporated as a Town on February 19, 1781

Location: 18 miles west of Boston  
Area: 15.99 sq. Miles  
Population: 29,814

Registered Voters: (as of December 31, 2019)

Democratic	7,373
Republican	2,163
Unenrolled	12,919
Libertarian	80
Green-Rainbow	13
All Other	143
<b>Total:</b>	<b>22,691</b>

Voting Qualifications: Must be 18 years of age on or before Election Day, born in the United States or fully naturalized; a resident of Natick.

Registration of Voters: Town Clerk's Office, 13 East Central Street, Monday- Wednesday 8 AM-5 PM, Thursday 8AM-7PM, and Friday 8AM-12:30 PM. Any eligible voter may also register on-line at <https://www.sec.state.ma.us/OVR/Welcome.aspx> as long as you have a Massachusetts driver's license or State ID.

Where to Vote (Precinct Numbers):

Brown Elementary School, 1 Jean Burke Dr.	Precincts 1 and 3
Cole Recreational Center, 179 Boden Lane	Precinct 2
Wilson Middle School, 24 Rutledge Road	Precincts 4 and 5
Lilja School, 41 Bacon Street at Oak Street	Precinct 6
Community-Senior Center, 117 East Central St.	Precincts 7, 9 and 10
Morse Institute Library, 14 East Central St	Precinct 8

Legislative Representation

US Senators: Elizabeth Warren  
Edward J. Markey

Representative in Congress: Katherine Clark

State Senators: Becca Rausch, Precincts 6, 7, 9 and 10  
Karen Spilka, Precincts 1-5 & 8

State Representatives: David Paul Linsky

Front Cover Photograph "Natick Days" courtesy of Rich Ames, GIS Coordinator

Back Cover Photograph "Tunnel of Love" courtesy of Natick Center Associates - This grass-roots project created a tunnel of hand-stitched creations over the MBTA pedestrian bridge in the Natick Center Cultural District. Over 900 crocheted flowers, hearts, butterflies, leaves, bugs and rainbows were created by stitchers who worked on the project for nine months. Creations came from Natick and surrounding MA towns, Florida, New York, Missouri, Rhode Island, Canada and Italy.

## **TOWN REPORT DEDICATION**

### **CAROL A. GLOFF**



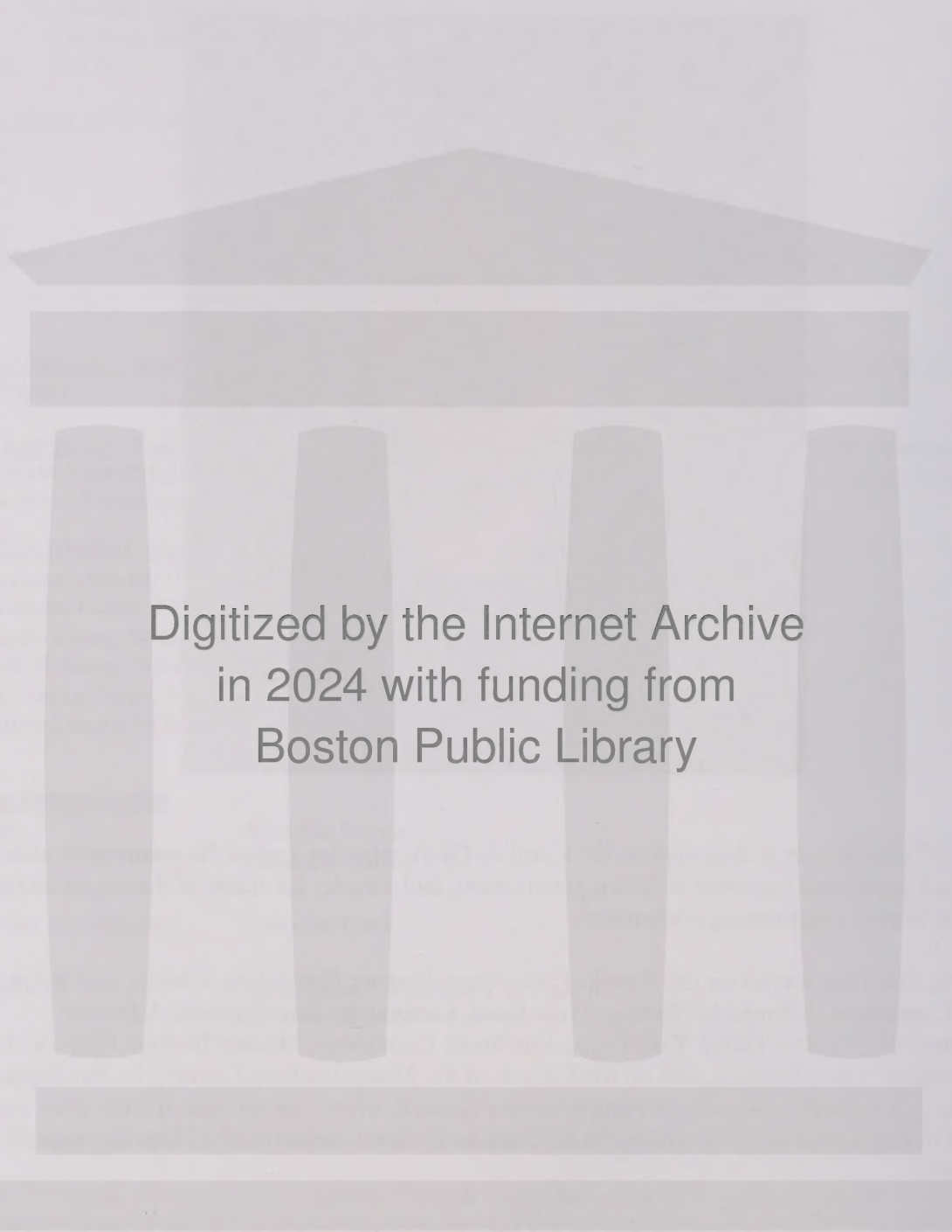
The 2019 Town Report is dedicated to Dr. Carol A. Gloff, who has served the community as an elected and appointed volunteer in Town government, and a leader for many of the organizations that make Natick a welcoming community.

In Natick, Carol has served on the Board of Selectmen, Finance Committee, Charter and Bylaw Review Committee, Affordable Housing Trust Fund, Community Development Advisory Committee, Pay As You Throw Task Force, Fire Study Committee, Medical Reserve Corps and Representative Town Meeting, and on the Friends of the Morse Institute Library, the Fire Station 4 Committee, Yes for Natick, and the Natick Service Council, where she was also interim Executive Director during a leadership transition. At the State level, Carol served on the Housing Appeals Committee.

As a scientist, Carol has for many years offered a thoughtful and steady approach to problems large and small. As a humanitarian, she has always welcomed challenges and worthy causes, and has always considered the needs of the less fortunate in our community.

In dedicating the 2019 Town Report to Carol Gloff, Natick recognizes the capable volunteer spirit that characterizes our community in good times and bad, and the importance of bringing people together to face our challenges with wisdom, compassion, dignity and kindness.





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**240<sup>th</sup> Annual Report  
of the  
Town of Natick  
Massachusetts**



**YEAR ENDING DECEMBER 2019**







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## ELECTED AND APPOINTED TOWN OFFICIALS

### ELECTED TOWN OFFICIALS

#### **Board of Selectmen**

	<b>Term Expires</b>
Michael J. Hickey, Jr., Chair	2020
Karen Adelman-Foster	2020
Jonathan Freedman, Clerk	2021
Richard J. Jennett, Jr.	2022
Susan Salamoff, Vice Chair	2022

#### **Board of Assessors**

Stephen Hanson	2020
Molly Reed	2021
Janice Dangelo	2022

#### **Board of Health**

Ian L. Wong, Chair	2020
Peter A. Delli Colli, DMD, Vice Chair	2021
Donald Breda, Clerk	2022
Paige Meisheid, MD Physician to the Board	

#### **Constables**

Todd Gillenwater	2021
Ross Cigna	2022
Kevin Flynn	2022
Paul Gorman	2022
Jeremy Kipling	2022
Stephen Roche	2022

#### **Housing Authority**

Margaret Kiely-Close, Governor's Appt	
Erica Ball	2018
Grogan, William	2020
Parish, David, Chair	2021
Gregory Bazaz	2024

#### **Moderator**

Frank Foss	2022
------------	------

#### **Morse Institute Library Board of Trustees**

Joseph Keefe, President	2023
Kathleen Donovan, Vice President	2023
Gerald Mazor, Treasurer	2023
Sally McCoubrey, Secretary	2023
Eliot Goodman	2023

#### **Planning Board**

Glen Glater	2020
Andrew Meyer	2021
Julian Munnich	2022
Terri Evans	2023
Peter Nottonson, Chair	2024
Susan Simone King (Associate Member)	2024

#### **Recreation and Park Commission**

Michael Fair	2020
Barbara Fahey Sanchez	2020
Kelly McPherson	2021
David W. Ordway	2022
Jessica Ordway	2022

#### **School Committee**

Donna M. McKenzie,	2020
Hayley I. Sonneborn	2020
Shai Fuxman (Appointed in June)	2020
Matt Brand	2021
Lisa Tabenkin (Resigned in June)	2021
Julie McDonough	2022
Cathleen Collins	2022
Henry W. Haugland	2022

#### **Town Clerk**

Diane Packer	2022
--------------	------

### COMMITTEES APPOINTED BY THE SELECTMEN

#### **Affordable Housing Trust Fund**

Laura Duncan	2020
Susan Salamoff	2020
Jay Ball	2020
Helen Johnson	2020
Patricia Sciarra	2020
Alyssa Springer	2020
Randy Johnson	2021
Glenn Kramer	2021
Ganesh Ramachandran	2021
Greg Bazaz	2021

#### **Audit Advisory Committee**

Jonathan Freedman	2020
Firkins Reed	2020
Saul Berelowitz	2021
Cathleen Collins	2022
Philip Rooney	2022
Reginald Leese	2022

#### **Bacon Free Library Maintenance Committee**

Ruth Fox	2020
John Donovan, Chair	2021
Bob Foley	2021
Michael Collins	2022
Demetrios Kyriakis	2022



**Cable Advisory Board**

Aaron Miri	2019
Alan Segel	2019
James Hannon	2020
Paul Gorman	2021
Hank Szretter	2021
Todd Gillenwater	2021
Lawrence Drolet	2022
Matt Steinberg	2022

**Charter and By-Law Review Committee**

Cathy Coughlin
Carol Gloff
Alan Grady
Harriet Merkowitz
Alan Rosenman
Catherine Schellenberg
Richard Sidney

**Cochituate Rail Trail Advisory Committee**

Peter Henry	2019
Robert C. Mueller	2019
Joshua Ostroff,, Chair	2019
William Schoenig	2019
Barbara Fahey Sanchez	2020
Barb Coco	2021
David Camacho, Vice Chair	2021

**Community Development Advisory Committee**

Susan Salamoff	2020
Ganesh Ramachandran	2021
Patricia Sciarra	2021
Laura Duncan	2022
Alyssa Springer	2022

**Community Services Advisory Committee**

Sandra Hewitt	2019
Paula Panchuck	2019
Michael Byrum	2020
Kelsey Hampton	2020
Rachele Manning	2021

**Conservation Commission**

Michael Downey	2020
Kathy Rehl	2020
George Bain	2021
Jeffrey Richards	2021
Matthew Gardner, Chai	2019
Douglas Shepard, Vice Chair	2019

**Contributory Retirement Board**

Michael Melchiorri	2020
Nicholas Mabardy	2020
Michael B. Reardon	2021
Eliot Lurier	2021

**Council on Aging**

Elaine B.Ostroff,	2019
Roberta Ciarfella	2020
Andrew D. Eschtruch	2020
Judith M. Keefe	2020
Salvatore Pandolfo	2020
Susan Peters	2021
Connie Pitt	2021
Karen Oakley Associate Member	

**Cultural Council**

Grace Keeney	2021
Prema Dublish	2021
Robert K. Hirsch	2021
Shriya Joag	2021
David Krentzman	2021

**Economic Development Committee**

Richard J. Jennett, Jr.	2020
E. Scott Laughlin, Chair	2020
Joseph Attia	2021
Douglas Landry	2021
David Pratt	2021
Athena Pandolf	2021

**Elderly and Disabled Taxation Fund**

Ralph Letner	2018
Sheila Adams, Chair	2019

**Historic District Commission**

Michael Collins, Chair	2020
Melissa Sullivan	2020
Christopher Milford	2021
Barbara Shenker	2021
Matthew Labrie	2022
Susan Fernandes	2022
Jeannine Furrer	2022

**Historical Commission**

Maureen Sullivan	2020
Steve Evers, Chair	2021
Salvatore Alessi	2021
Nathaniel J.Sheidley	2022
Michael Frechette	2022
Michael Pojman	2022
Vincent Vittoria	2022

**Information Systems Advisory Board**

Aaron Miri	2019
James Hannon	2020
Todd Gillenwater	2021
Hank Szretter, Chair	2021
Lawrence Drolet	2022
Paul Gorman	2022
Matt Steinberg	2022



**Mathworks Scholarship Committee**

Lenore Freitas, Chair	2020
Greg Cohen	2021
Brian Fay	2021
Sarah Burr	2021
Richard Williams	2021

**Open Space Advisory Committee**

David Ordway	2018
Terri Evans	2020
Mary Stuart	2020
Martin Kessel	2021
Douglas Shepard	2021
Doug Drenik	2022
David Lodding	2022

**Recreation and Parks Commission**

Margaret Waters	2020
Wayne Szretter	2021
Jason Brandt	2022
Seth Levine	2022

**Registrars of Voters**

Sandra LeFleur	2019
Diane Packer	2022
Nancy Northgraves	2020
Robert Awkward	2021
Elizabeth Yobaccio	2022

**Senior Property Tax Exemption Study Committee**

Robert Caplin
Eric Henderson
Richard W. Tresch
Andrew D. Eschtruth
Susan Ramsey
Patricia Sciarra
Susan Salamoff

**Sustainability Committee**

Robert Barnacle, Associate Member	2019
Katie Schindall	2019
Devon Long-Lytle	2020
Leo Ryan	2020
Christine Andrews	2021
Carey Buttfeld	2021
Alfredo Vargas	2021
David Mogolov	2022
Rachel Serotta	2022

**Town Counsel Screening Committee**

Paul Griesmer
Leah K. Phillips Falzone
James Connolly
John Wadsworth
Bill Proia

**Town Counsel Study Committee**

Peg Waters
Geoffrey Lewis
Susan Assunta Simone Kang
Paul Griesmer
Charles Hughes
Jay Ball
Lisa Tabenkin

**Transportation Advisory Committee**

Timothy Kelley	2019
Betty Scott	2019
David Gutierrez	2020
Joshua Ostroff,	2020
Alex Walker	2020
Matt Page	2021
Steve Brayman	2022
Cody Jacobs	2022

**West Natick Fire Station Building Committee**

John Austin, Fire Captain
Melissa Malone Town Administrator
John Ciccariello, Ex-Officio
Daniel Dow, Daniel, Deputy Fire Chief
Daniel Hartwell, Daniel, Firefighter
Patrick Hayes, Finance Committee Representative
Michael J. Hickey, Jr., Selectman Representative
Michael Lentini,, Fire Chief
Andrew London, Member-at-Large
William Schoenig, Member-at-Large

**Zoning Board of Appeals**

Scott Landgren,	2019
Katherine Durrane	2020
Geoffrey Lewis	2020
Jason Makofsky	2021
Michael Lynch – Associate Member	2021
Christine Therrien – Associate Member	2021
David Jackowitz,	2022
Robert Steckbeck,	2022
Justin McGuire – Associate Member	2022

**COMMITTEES APPOINTED BY THE TOWN ADMINISTRATOR****Commission on Disability**

Ann Breda	2020
Elaine Ostroff	2020

Amanda Hsiao	2020
Lori Zalt, Chair	2021
Eric Gagnebien	2021



Aaron Spelker 2022  
Susan Peters 2022

**Golf Course Oversight Committee**

Kevin Chandley 2019  
Nicholas DiMasi 2019  
Arthur B. Fair 2019  
Robert Healey 2021  
George Richards 2021

**Personnel Board**

Kathleen Turcot 2019  
Alan Rosenman 2020  
Sue Shea 2020  
Steve Levinsky 2021  
Debra Sayre 2022  
David Dorant 2022

**Safety Committee**

Alan Grady, Peter Gray, David Gusmini, James Hicks, Tom Hladick, Brian Lauzon, Michael Lentini, Robert Ward, Joe Weisse, James Freas

**COMMITTEES APPOINTED BY THE MODERATOR**

**Finance Committee**

Cathleen Collins 2019  
David Gallo 2019  
Dirk Coburn 2020  
David Coffey 2020  
Robert McCauley 2020  
Philip Rooney 2020  
Kristine VanAmsterdam 2020  
Jeff Deluca 2021  
Patrick Hayes 2021  
Michael Linihan 2021  
Jim Scurlock 2021  
Tony Lista 2021

Jerry Pierce 2022  
William F. Grome, Jr. 2023  
Bruce Evans 2023  
Daniel Sullivan 2023  
Linda Wollschlager 2023

**Sawin House Advisory Committee**

Moire Balsam  
Henry Haugland  
Duane Houghton  
Michael Marotta  
George Sawin,

**MISCELLANEOUS BOARDS AND COMMITTEES**

**Design Review Board**

Saralyn Keller 2020  
John Traficonte 2020  
Avigail Shimshoni 2021  
Vincent Vittoria 2021

**Trails Maintenance Committee**

Pat Conaway, Sara Hanna, Robert Watjen

**Town Forest Committee**

Peter Frykman, Francine Gay, Irene Kessel, Peter Perkins, Tony Petro

**OFFICIALS APPOINTED BY THE BOARD OF SELECTMEN**

**Comptroller**

Artie Mehta

**Director of Veteran Services**

Paul Carew

**Emergency Management Director**

Chief James Hicks

**Fire Chief**

Chief Michael Lentini

**Labor Relations Consultants**

Murphy, Hesse, Toomey & Lehane, LLP

**Lock-Up-Keeper Chief**

James Hicks

**MBTA Advisory Board**

Joseph Weisse

**Metropolitan Area Planning Council**

Theresa Evans

**Metrowest Regional Collaborative**

Joshua Ostroff, Peter Nottonson

**Metrowest Regional Transit Authority**

Jamie Errickson

**Parking Clerk**

Debbie Sherman

**Police Chief**

Chief James Hicks

**Regional Transportation Advisory Council**

Martha White

**South Middlesex Opportunity Council**

Dorothy Kennedy

**South Middlesex Regional Vocational School**

Ruth Mori, Elizabeth Smith-Freedman

**Town Administrator**

Melissa Malone

**Town Counsel**

Karis North of Murphy, Hesse, Toomey & Lehane

**Veterans Burial Officer**

Paul Carew



**OFFICIALS APPOINTED BY THE TOWN ADMINISTRATOR**

<b>Animal Control Officer</b>	Keith Tosi
<b>Building Commissioner</b>	David Gusmini
<b>Communication &amp; Information Officer</b>	Kathy Lentini
<b>Community &amp; Economic Development Director</b>	James Freas
<b>Deputy Town Administrator/Finance Director</b>	John Townsend
<b>Deputy Town Administrator for Operations</b>	William Chenard
<b>Director of Community Services</b>	Jemma Lambert
<b>Director of Council on Aging</b>	Susan Ramsey
<b>Director of Department of Public Work</b>	Jeremy Marsette
<b>Director of Facilities Management</b>	
<b>Director of Recreation and Parks</b>	Karen Partanen
<b>Information Technology Director</b>	Robert LaFrancois
<b>Local Building Inspectors</b>	Michael Connolly, Eric Libby
<b>Procurement Officer</b>	Bryan LeBlanc
<b>Sealer of Weights and Measures</b>	Joseph Mulvey
<b>Sustainability Coordinator</b>	Jillian Wilson-Martin
<b>Town Treasurer/Collector</b>	Debbie Sherman
<b>Tree Warden</b>	Arthur Goodhind

Anyone interested in volunteering for a Board or Committee please visit  
<http://natickma.gov/487/Board-Committee-Volunteer-Information> for a listing of vacancies and application instructions.



## BOARD OF SELECTMEN AND TOWN ADMINISTRATOR



L-R Jon Freedman, Mike Hickey, Sue Salamoff, Karen Adelman-Foster, Rick Jennett

The Board of Selectmen is the Town's executive board, and serves as the Town's chief policy making agency. The Town Administrator is the Town's Chief Administrative Officer, and is responsible for managing and coordinating the activities and operations of Town departments pursuant to policies adopted by the Board of Selectmen.

Prior to the 2019 Annual Town Election, Chair Amy Mistrot stepped down from the Board to pursue a career change. The Board and the Town Administrator thank Ms. Mistrot for her many years of dedicated service. Karen Adelman-Foster was elected in the Annual Town Election to fill the remaining year of Ms. Mistrot's term.

Following the Annual Town Election, Michael J. Hickey, Jr. was appointed Chair, Susan G. Salamoff was appointed Vice-Chair and Jonathan H. Freedman was appointed Clerk.

In March, the Board of Selectmen adopted a statement of its Values and Vision for the Town of Natick, as the basis for the establishment of annual goals and objectives. The Values and Vision statement focuses on four key areas:

- Smart Growth and Economic Development
- Quality of Life for All
- Financial Predictability
- Community Governance and Engagement

The complete Values and Vision statement is posted at the Board of Selectmen's website.

The Board of Selectmen and Town Administration addressed many important issues during 2019. Notable actions taken at the 2019 Board meetings included the following:

- Established a Senior Property Tax Exemption Study Committee.
- Established a Town Counsel Screening Committee.
- Established a Town Counsel Study Committee.

- Disbanded the Lookout Farm Advisory Committee.
- Voted to support the launch of Natick 180 to address substance abuse.
- Approved an Order of Taking for the North Main Street project.
- Established Rules and Regulations for Adult Use Marijuana Establishments.
- Entered into a Host Community Agreement with Bountiful Farms for a Registered Medical Marijuana Dispensary.
- Authorized an increase in trash bag fees to \$1.25 per small bag and \$2.25 per large bag.

Construction of Connor Heffler Park and Whitney Field at the Navy Yard playgrounds progressed. Construction commenced on the new West Natick Fire Station and Kennedy Middle School projects, as well as the Town's first-ever dog park, which the Board voted to name "Eddie's Park", in memory of Eddie Kramer. The Commonwealth also commenced construction of the long-awaited Cochituate Rail Trail.

The Town also faced a number of unexpected challenges in 2019, including the Downtown Natick fire (which lasted for many hours, destroyed the so-called "Missing Tooth" building, and displaced several Downtown businesses), damage to the Boden Lane Bridge in West Natick, and unforeseen environmental conditions at the East Park and West Natick Fire Station construction sites.

Two warrant articles were approved at Fall Town Meeting changing the name of the Board of Selectmen to Select Board and Chairman to Chair in the Town Bylaws and Home Rule Charter.

### **Fiscal Condition**

The Town has maintained a AAA bond rating since 2008, and its fiscal condition remains very strong. The 2019 AAA bond rating from Standards & Poor's Ratings Services is based on Natick's strong economy, sound management, solid financial practices and expectations of fiscal prudence. The goal of the Fiscal Year 2020 budget is to accomplish the following:

- Continued capital improvements and maintenance throughout the community;
- Provide for increases in compensation for municipal employees to maintain an exceptional level of Town services,
- Enhance continued support for Town departments;
- Cover increased costs for pensions, health insurance, and debt service payments (including the new Kennedy Middle School and West Natick Fire Station);
- Provide the School Department with additional dollars to make investments for the benefit of our children; and
- Establish realistic parameters to ensure that spending remains within attainable bounds for Fiscal Years 2020 and 2021.

The Fiscal Year 2020 budget is based on the core budget principles of a balanced budget where expenses do not exceed revenues, realistic revenue forecasts, prudent use of free cash and transparency. More in depth information of the Town's finances and capital projects and improvements is detailed in the Town Administrator's Fiscal Year 2021 preliminary budget which may be obtained from the office of the Town Administrator or on the Town's website at <https://www.natickma.gov/DocumentCenter/View/7604/FY2020-Town-Administrators-Budget>



### **Key Town Administration Leadership and Staff Changes**

Town Administrator Melissa Malone appointed Dorothy Blondiet as Director of Human Resources, John Gadson as Director of Facilities Management, and James Freas as Director of Community and Economic Development. Assistant Director of the Morse Institute Library, Jason Homer was appointed as Director. Assistant Assessor, Eric Henderson was appointed as Tax Assessor. Assistant Treasurer/Collector, Debbie Sherman was appointed as Treasurer/Collector. Executive Assistant Trish O'Neil resigned in October to relocate to Seattle with her family. The Board and Town Administration thank Ms. O'Neil for her dedicated service, and wish her well.

In closing, the Board of Selectmen and Town Administrator would like to thank all of the citizens who volunteer on various boards and committees and all of our employees who work diligently to make the Town of Natick a wonderful place to live and work.

## **HUMAN RESOURCES**

The Town of Natick Human Resources Department is comprised of three staff members; a full time Director, a full-time HR Coordinator and a full-time Benefits Manager. The Human Resources function plays an important role for all Town employees by working in partnership across all departments on issues such as recruitment/retention, training, and employee/labor relations, compliance with all employment-related laws & regulations, and many other areas focusing on quality of the work environment for all employees.

The Human Resources team is responsible for the hiring of all positions within the Town of Natick and is the first point of contact for all new employees. All employment openings are posted on Town's HR website, <https://www.natickma.gov/jobs.aspx>. We strive to reach the most appropriate candidate pool by posting in career-oriented websites, MMA Marketplace, ICMA, Massachusetts Maritime Academy, and various trade school websites as the situation dictates. The Human Resources Office also participates in career fairs and collaborates with the career development offices of local colleges and universities by sharing our postings with their students and alumni. The Human Resources Office is located in Town Hall at 13 East Central Street, on the second floor of the Town Hall Building and may be reached at (508) 657-6469 or through email at [hr@natickma.org](mailto:hr@natickma.org).

The department serves in as an employee advocate and a management partner. As a municipality, we are charged with providing a wide range of services to our residents and visitors, all of which are delivered by our employees; therefore, our employees are our most important asset.

Together, our team is responsible for administering benefits for all municipal and school employees and eligible retirees. Administration includes all billing and deductions, reconciliation of the West Suburban Health Group, and handling questions and concerns from employees, retirees, and prospective employees.

The Human Resources staff is also in charge of on-boarding process of all new employees. Once hired, our staff seeks out relevant, applicable training for our employees to ensure they remain current in their skills, often utilizing resources available through our partnerships with the Massachusetts Municipal Association (M.M.A.), and other organizations. The Human Resources office oversees the creation and maintenance of all Town job descriptions, and is responsible for the administration of pay plans for all non-union employees.

HR staff also manages workers' compensation issues and unemployment claims for both Town and School employees. In collaboration with the Town Administrator, the director is involved with the negotiation of ten Town union contracts, and the handling of grievances and other labor relations issues. Finally, the HR staff manages employee concerns, performance issues/management, drafting and enforcement of policies, and administration and maintenance of the Employee Handbook, are all handled by the team.

Additionally, the Human Resources staff provide informational assistance to residents, prospective applicants, and other municipalities, upon request, regarding our benefits, compensation and staffing. Collaboration and information sharing between municipalities ensures fair and consistent policies and practices, and assists us with recruiting and

retaining the best talent possible. The HR Director also participates annually in the Town of Natick Citizen's Leadership Academy Program to provide information and guidance to residents of Natick.

### 2019 Highlights

The Human Resources Office continues to support professional development of our employees. During 2019, we hosted Suffolk University's Certificate in Local Government Program, which is an 8-month graduate-level program that prepares candidates for a career in public management. This program is designed for municipal employees with an interest in furthering their professional career. We are pleased to announce that one Natick employee graduated from this program with one currently enrolled.

The Town of Natick currently employs 1159 of full time (379 municipal and 780 school) and 1096 part time (449 municipal and 647 school) employees. During 2019, the Human Resources office was involved in the hiring of 176 Town Employees. The makeup of the new hires include 47 full time, 33 permanent part time, 7 full time seasonal, 84 part-time seasonal and 5 temporary staff. Of those hired, 103 are Natick residents. Below a breakdown of the hiring by department.

Department	Hires	Department	Hires	Department	Hires
Recreation & Parks	84	Facilities	15	Sassamon Trace Golf Course	10
DPW	21	Finance	6	Board of Health	2
Police	11	Fire	4	BOS/Town Administrator/HR	2
Morse Library	11	Community Development	4	Assessor's Office	1
Community Sr. Center	5				

Promotions are an important aspect of recruiting good employees. During 2019, the following employees of the town were promoted to higher positions.

Employee Name	Former Position	Promoted To
Eric Henderson	Assistant Assessor	Director of Assessing
Sarah Nguyen	Administrative Assistant	Assistant Collector/Treasurer
Jason Homer	Assistant Library Director Morse Library	Morse Institute Library Director
Debbie Jo Sherman	Assistant Collector/Treasurer	Collector/Treasurer
Andrea Verdelli	Clerical Assistant	Administrative Assistant
Dan Pyne	Skilled Laborer	Working Foreman-Highway/Sanitation
Peter Magazzu	Heavy Equipment Operator	Working Foreman-Water
Theodore Efstathiou	Craftsman Sewer	Heavy Equipment Operator-Water
James Menousek	Skilled Laborer	Sanitation Driver Highway/Sanitation
Tyler Jewell	Summer Temp – Laborer 1	Skilled Laborer Highway/Sanitation

### Additional HR highlights

- Rejuvenation of the Town's Wellness program, resulting in various fitness challenges and sparked employee engagement.
- Amplified the Town's Employee Assistance Program by sending weekly emails and an introduction at new hire benefit orientation resulting in double the engagement from 2018.
- Implementation and rollout of Munis Employee Self-Serve payroll platform to Town employees.
- Rollout of monthly Lunch & Learn program, open to all staff, to educate on current topics such as Social Security and Estate Planning.
- Implemented quarterly newsletters to keep staff well informed of new hires, policies, upcoming training events and employee recognitions.

### Future Goals

In 2020, the Human Resource Department will continue to promote the professional development of our employees, through training opportunities. We will look to collaborate with employees to provide them opportunities that fulfill



their unique goals, through both in-house and external professional development offerings. Our staff expects to be very busy in 2020. Some of the goals we hope to accomplish are below:

- Successfully negotiated two collective bargaining agreements for period July 1, 2019 to June 30, 2021 and actively finalizing the remaining union groups.
- Actively exploring “paperless” opportunities to support HR and Benefits functions to streamline processes and reduce costs.
- Update outdated/obsolete job descriptions.
- Create a comprehensive Employee Handbook.
- Establish standardize new hire orientation.
- Continue fulfilling the various reporting requirements of the Affordable Care Act.
- Maintain compliance with MEPA & FLSA requirements.
- Continue to accurately and efficiently administer all benefit plans for eligible employees and eligible retirees.
- Recruit and retain top talent when openings occur.
- Maintain compliance with all applicable Federal and State laws.

Our Town employees are our most valuable asset; therefore, the revitalization of the Town’s Wellness program is essential with a focus on education and encouragement to maintain a healthy lifestyle. We will also continue to assist our employees in utilizing the insurance programs offered to them in a most efficient way possible. It is our hope that by encouraging our employees to maintain a healthy lifestyle, while taking advantage of the programs available to them, we will all see positive impacts in the workplace.

## INFORMATION TECHNOLOGY DEPARTMENT

### **Overview**

Calendar year 2019 was a busy year for the Information Technology Department with a majority of the projects consisting of equipment, system and software upgrades.

Some of the projects undertaken by the IT Department in 2019 are

- Major firmware updates to the Town’s hyper-converged VMware system and firewalls
- In conjunction with the Town Comptroller, deployment of new Tyler Cashiering, Employee Self Server (ESS) modules and Munis TCM server to the Town’s Enterprise Resource Planning (ERP) System – Munis.
- OS Upgrades to Town file and database servers
- New System Analyst position added to the IT Department

On top of these projects are the day to day operations where we continue to provide broad based computer and Voice-Over-IP (VOIP) telephone services to municipal employees as well as services provided to the community via the Town web site and social media sites. This includes upgrading and replacing aging and obsolete equipment such as PCs, servers, printers, network data switches, etc. Data services include but are not limited to network administration, database administration, web site support, network security, end-user support, hardware and software support and administration and municipal staff training.

### **Information System Advisory Board (ISAB)**

The Information Technology Advisory Board (ISAB) has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector.

### **Natick INET**

The Town INET is a fiber optic network installed and maintained by cable company RCN as part of their license agreement with the Town. The INET provides telephone and computer connections to all municipal buildings via multi-mode/single mode optical fibers which all connect via the Public Safety IDF Facility. Typically, Town buildings have four (4) *single* mode optical fibers with the exception of the Natick High School which has eighteen (18) *single* mode optical fibers. The benefits of running all Town telephone, video and computer services over a private fiber optic network are significant in terms of cost savings and network bandwidth.

**On The Horizon**

In 2020, the IT Department will continue segmenting and re-addressing the Town's data network to improve throughput and security. Procurement of a 24 x 7 security vendor is one of the highest priorities to protect the Town's data/voice network and migration of the Town's permitting system to a hosted solution with a focus on providing additional online services for Town permits. IT will continue to look for innovative methods and techniques in identifying and implementing cost effective solutions to improve, streamline and protect the day to day IT operations and, just as importantly, facilitate easy secure access to data for both the Town and its citizens via the town web site.

For more information on the Information Technology Department visit the Information Technology Department web pages on the Town of Natick web site ([www.natickma.gov](http://www.natickma.gov)).

## PROCUREMENT OFFICER

A municipal Chief Procurement Officer in the Commonwealth of Massachusetts ensures compliance with the statutory and regulatory framework governing the procurement of goods, services, and designer services, as well as the procurement of public building and public works construction services. Ultimately, he or she seeks to ensure that all goods and services are procured in an efficient, ethical, and impartial manner.

In the midst of my fourth year working for the Town, I, as Chief Procurement Officer, have continued to work with the administration and department heads to consolidate the functions of a centralized purchasing office in the Town of Natick. My focus remains to ensure that all projects begin on time, on budget, and with as few points of challenge as possible.

To that end, this year, contracts have been signed and executed for the construction of the West Natick Fire Station, for the construction of a new Kennedy Middle School, for road repairs in the Town of Natick, for the construction of a new Natick Dog Park, for flooring work at the Johnson Elementary School, for masonry repairs at various locations throughout the Town, and for water system repair at various locations.

Other procurements have also moved forward through completion of the procurement process. Specifically, contracts have awarded for reconditioning of the Springvale Well No. 2, for replacement of the Broad Hill Tank Mixer, for Water Main Rehabilitation for Routes 9 and 135, for recreation and parks transportation, for streetlight maintenance, for traffic signal maintenance, for book/documentation restoration for the Town Clerk's Office, for parking ticket collection services, for custodial cleaning services, for asphalt procurement, for playground repairs at various locations, for replacement of parking meter poles, for musical instrument rentals for pupils in the Natick Public Schools, for space needs assessment for the Natick Public Schools, for the purchase of hydrants and other equipment for Natick Public Works, and for several vehicles for various departments in the Town. These projects are in addition to the many day-to-day purchases made under sound business practices that are under the \$10,000 statutory threshold for all Town Departments.

As 2019 closes, I continue to maintain an inventory of all Town of Natick contracts. An electronic data base of records and a labeled storage system facilitate my work as Records Access Officer for Procurement matters. Items are now tagged, both in physical and electronic forms, for retrieval.

This year has brought no major changes in public procurement law, though there are several proposed pieces of legislation before the General Court. One may see, in the future, an ability of the Town and other governmental entities to use an RFP process for lower dollar procurements; however, such a law has not yet been enacted as of the date of the submission of this annual report. I will continue to advise departments as to any changes in procurement law. I have continued to advise departments Town-wide in Natick as to various existing procedures governing procurement. I have also served in the Citizens' Leadership Academy to apprise participants and residents of the aims of the Procurement Office.



In 2020 (and in the years to come), the Procurement Office will follow the two cardinal principles of public procurement, as articulated by the Commonwealth of Massachusetts Supreme Judicial Court in Interstate Engineering v. City of Fitchburg, 367 Mass. 751, 757-758 (1975):

. . . First, the statute enables the public contracting authority to obtain the lowest price for its work that competition among responsible contractors can secure. . . Second, the statute establishes an honest and open procedure for competition for public contracts and, in so doing, places all general contractors and subbidders on an equal footing in the competition to gain the contract.

Id.

Please allow me to express my sincerest thanks to the Natick Board of Selectmen, the Administration (Ms. Malone, Mr. Chenard, and Mr. Townsend), all Departments, and all Natick residents for continued success in 2019. I hope for an even better year in 2020.

## BOARD OF REGISTRARS

The Board of Registrars, working with the Town Clerk's office, conducted only one election in 2019, the Annual Town Election that was held on March 26, 2019. The official results for the election are included in this Annual Report and are also posted on the Town's website at <http://www.natickma.gov/478/Voting-Election-Information>.

2019 was a relatively quiet year for elections, but provided the office an opportunity to get prepared for the elections coming up in 2020 (Presidential Primary, State Primary and the Presidential election), which will be extremely busy.

Every year the voter lists are updated based on the data and information received from the Annual Town Census which is mailed late December/early January. In April after the census process is complete, the Board of Registrars mails confirmation cards to any voter who did not respond to the census. Confirmation cards are another tool for maintaining the accuracy of the voter list.

During 2019, 1,467 people registered to vote or changed their voter registration. The on-line voter registration system and pre-registration opportunities continue to facilitate voter registration. In addition, this past year the legislature passed an automatic voter registration law that will go into effect January 2020. The State is working on regulations for the implementation of this law.

The upcoming year will be extremely busy and the office continues to prepare for those elections. The Board of Registrars would like to thank all of the election workers (wardens, clerks, inspectors and students) for their continued dedication and hard work. The election preparation and management is a success because of all of the people who help our staff. Our elections also run smoothly because of the support that we receive from the Department of Public Works, Police Department, the School Department and Facilities Management.

## SUSTAINABILITY COORDINATOR

Natick's Office of Sustainability is responsible for coordinating and implementing climate adaptation, mitigation, resilience, waste reduction, renewable energy and energy-efficiency programs across municipal, residential and commercial sectors. Initiatives are led by Jillian Wilson Martin, the Town's sustainability coordinator, with support from state and federal agencies, utilities, municipal departments, local Boards and Committees and other community volunteers.

The majority of Natick's sustainability projects are funded via competitive grants and utility incentives, which totaled \$390,000 in 2019. Many projects have the added benefit of reducing operating costs or supporting new revenue streams. Since 2014, projects led by the Office of Sustainability have delivered more than \$3 million in grants, cost savings, and new revenue to the Town.

2019 was a year of collaboration, and the Office of Sustainability would like to thank staff from the Public Works, Facilities, Community & Economic Development, Health, School and Water Departments for their assistance in the pursuit of the following:

### Energy Efficient Buildings

As a participant in the Massachusetts Department of Energy Resources (DOER) Green Communities Program, the Town received a grant of \$150,000 to convert interior lighting to LED at Fire Headquarters and the Community Senior Center. The Town used additional capital funds to install electric vehicle charging stations at the Cole Center and East School, convert the Police Station to LED, and fix an overheating problem at Johnson Elementary.

### Clean, Safe Energy Supply

Natick's electricity aggregation program offers customers choices that provide greater control over the environmental characteristics and price of their electricity supply. In 2019, the Select Board chose to increase the amount of renewable energy provided in the program's default offering from 5% to 10% more than the state requires, and began considering a plan to achieve a 100% renewable electricity supply by 2030.

The Town also expanded its portfolio of public solar projects. In the summer of 2019, a new solar photovoltaic parking canopy system was installed at no cost to the Town in the parking lot of Natick High School. The system should generate approximately 700,000 kWh per year of clean energy and will save the Town more than \$20,000 annually. Moving forward, in 2020 and 2021, the Town expects to add solar rooftop and parking canopies to the new Kennedy Middle School and West Natick Fire Station. The Town's first off-site solar net metering agreement also took effect in 2019, which resulted in additional savings.

### Resilient Future

In 2018, Town Meeting supported a resolution to support a goal of eliminating or offsetting by 2050 all greenhouse gas emissions that originate in Natick. In response, the Town applied for and received a planning grant from the Massachusetts Executive Office of Energy and Environmental Affairs (EEA) to complete a community-wide greenhouse gas emissions inventory and develop a Net Zero Action Plan. The inventory and plan will be complete in 2020 in conjunction with a community engagement process.

The Town also completed Municipal Vulnerability Preparedness (MVP) Action Grants in 2019. Projects focused on mitigating heat islands through strategic tree planting, conserving water by conducting a campaign to enroll residents in the Town's new water use tracking tool, and developing Low Impact Development (LID) zoning regulations. As a result of this work, revisions to Natick's Stormwater Bylaw (Article 79a) were approved at the 2019 Fall Town Meeting.

### Waste Reduction

Natick received \$32,000 in grants for implementing recycling best practices in 2019. \$5,000 of this grant was allocated to support a part-time School Recycling Coordinator. Jane Ellen Newman was hired for this position and immediately spearheaded the successful elimination of Styrofoam trays from all public schools. Ms. Newman also completed four cafeteria waste audits and will use findings from these audits to inform pilot programs in 2020.

The Town also provided starter kits to the 860+ households that receive curbside composting services, piloted a drop-off compost program at the Department of Public Works, and supported other waste reduction projects in 2019.



*Jane Ellen Newman (on right), Natick's first School Recycling Coordinator, leading a cafeteria waste audit at Natick High School. As part of the audit, students sorted their garbage into five categories: recycling, compost, food for donation, liquid and trash.*





*Crews worked diligently to install solar parking canopies at Natick High School in summer 2019. The system has 1,450 panels, will generate \$20,000/yr in savings and was installed at no cost to the Town through a Power Purchase Agreement.*

## SUSTAINABILITY COMMITTEE

The Natick Sustainability Committee (NSC) was formed in 2016, sponsored by the Board of Selectmen. The Sustainability Committee, consisting of 7 members, provides the Town of Natick and the community at large with active leadership and practical solutions in reducing costs, mitigating environmental impacts and preparing for future environmental challenges.

The Committee works collaboratively across Town government to advise on sustainability issues and to develop and implement Committee goals.

In 2019, the Committee has been active in three principal areas:

- Supporting Town departments on sustainability initiatives
- Directed, measurable sustainability programs
- Education and community outreach

### **Supporting Town Departments on Sustainability Initiatives**

The Committee and its members are available to advise Town decision-making bodies and provide research assistance, bringing sustainability expertise and best practices into Department and Committee decision-making. Examples from 2019 include:

- Feedback and consultation on the development of sustainability grant proposals being submitted by the Town
- Participated in regional climate resiliency training; invited all Town Meeting members and Boards to participate
- Engagement with other Boards and Committees regarding key municipal projects and community concerns (e.g., battery storage at new Kennedy Middle School, LEED certification, South Natick Dam, electricity aggregation)

### **Directed, Measurable Sustainability Programs**

Building on three years of learning from the public and engaging with Town and community organizations, the Committee is now focused on developing and facilitating programs that measurably advance sustainability priorities. The top 5 sustainability priorities of the Natick community have been identified as preserving open space, protecting

local water bodies, transitioning to clean energy, protecting ecosystems, and improving energy efficiency. The programs the Committee has begun work towards in 2019 are directly focused on these issues. The Committee's initiatives include:

- Working with the Conservation Commission, Department of Community and Economic Development, Public Works, and other Town bodies to successfully revise and adopt a new Stormwater Bylaw focused on protecting local water bodies
- Advocacy and active support to Solarize Mass Natick customers regarding system components
- Supporting the Town's Sustainability Coordinator in the development of Natick's first community-wide greenhouse gas emissions inventory, as directed by Town Meeting
- Collaborating with the Council on Aging and Renewable Natick to help provide seniors advisory and financial assistance to improve their home energy efficiency

#### **Education and Community Outreach:**

A key ongoing role of the Committee is to play a two-way role in the community, actively hearing the community on sustainability issues, and serving as a resource for education and advice to community members and organizations. In 2019, the Committee played an active role in community events and activities in 2019, including:

- Strategic partnerships with key boards, officials and other community stakeholders in development and execution of Net Zero outreach plan
- Working with individuals and committees to raise awareness of sustainability topics and resources in Natick at multiple public events, including Natick Earth Day, Natick Days, and Clean Your Attic Day
- Engagement with the public at these events to assess public sustainability priorities
- Transition of an Associate Member position focused on outreach to a voting member role

### **TOWN CLERK**

The Town Clerk's Office serves as a gateway for the public with questions regarding local government and how to access services. The Clerk's office is the keeper of all vital records, (birth, death and marriages); issues dog licenses, raffle and bazaar permits, Doing Business As (DBA) certificates and maintains zoning and planning decisions. In addition, the Town Clerk is the Clerk of Town Meeting and all election and Town Meeting records are maintained in the office. The Clerk is also the Chief Election Officer for the Town. The staff in the Town Clerk's office works on the Annual Town Street Listing (census), confirmation cards and election preparation in addition to all other daily tasks.

In 2019 the Office of the Town Clerk registered 388 births, less than 1% decrease over the previous year; 361 deaths, a decrease of 6% from the previous year and 134 marriages a decrease of almost 18% from the previous year. In addition to registering new records, the office also issues certified copies of all vital records. The office issued 290 DBA certificates, up 11.5% and licensed over 3,200 dogs during the year. Total revenue recorded in 2019 was \$126,250 a 6% decrease over the previous year.

With Town Meeting's continued support the Town Clerk's Office is restoring permanent Town records in an on-going multi-year project. Town Meeting supported the lease and use of electronic voting devices at Town Meeting which have been in use for the past several years. Voting records for Town Meeting members are available on the website at <http://www.natickma.gov>.

Natick holds two Annual Town Meetings every year, one in the spring and one in the fall. In addition, there was one Special Town Meeting in 2019. The Annual Spring Town Meeting convened on April 9, 2019 and concluded its business in five (5) sessions dissolving on April 30, 2019. There was only one (1) session of 2019 Special Town Meeting #1 which was convened on April 23, 2019. The Annual Fall Town Meeting convened on October 15, 2019 and concluded its business in nine (9) sessions dissolving on November 14, 2019. Meeting minutes are included in



**COMMUNITY DEVELOPMENT ADVISORY COMMITTEE  
(CDAC)  
NATICK AFFORDABLE HOUSING TRUST  
(NAHT OR THE “TRUST”)**

2019 Annual Report

Natick Housing Planner:  
Ted Fields

Administrative Support  
Mary McGuire

Membership during 2019:

Jay Ball \*  
Greg Bazaz\*  
Laura Duncan\*\*  
Glenn Kramer\*  
Helen Johnson\*  
Randy Johnson\*  
Ganesh Ramachandran\*\*  
Sue Salamoff\*\*  
Patti Sciarra\*\*  
Alyssa Springer\*\*

(\*Trust member; \*\*CDAC and Trust member)

The Natick Affordable Housing Trust was formed in February, 2008 through Town Meeting under Massachusetts General Law Chapter 44, Section 55C. The Trust adopted the following mission: *To provide for the creation and preservation of affordable housing in the Town of Natick for the benefit of low and moderate income individuals and families.*

NAHT meetings are held each month in conjunction with the Natick Community Development Advisory Committee (CDAC). The two entities considered reorganizing into a single body, but it was determined not to be feasible. At present, every CDAC member is also a trust member.

2019 activities of the Trust and CDAC included:

- Funding the NHA Cedar Gardens Feasibility Study
- Down Payment Assistance program with Natick Service Council
- Support to an initiative for Veterans Housing in Natick
- Completion and occupancy of the Bacon Street duplex
- Dedication of the Bacon Street duplex in the memory of Elizabeth (Betty) Fancy
- Examination of future Family Promise Housing projects
- Initiation of legislation for Housing Trust relief from provisions of the prevailing wage law
- Sponsorship of a real estate transfer fee bylaw
- Advocacy and support of Zoning Bylaw changes
- Commissioning the production of an update to the Housing production plan.

Additionally, since 2013, the NAHT has funded the *Homeless Emergency Housing Voucher Program*. This initiative, administrated by the Natick Police Department, housed homeless individuals and families who lacked shelter during the cold weather months in local motels for limited periods of time. The NAHT reactivated this program for the 2019-20 winter. Lt. Cara Rossi, who administrates the program, sent the a summary of the year's activities to the trust:

*My count for the year is 11 vouchers were given out . . .*

## COMMUNITY & ECONOMIC DEVELOPMENT

*Having Patty Sicarria help with the processing of payments has been fantastic.*

*As for who was given a voucher, this year we saw a more diverse group of recipients. I believe that this is due to the opioid epidemic and the need for folks who normally wouldn't require assistance finding themselves in a place where they needed a hand.*

*Also, having the Jail Diversion Clinician embedded in our department has led to us seeking alternatives to lock-up or hospitalization more frequently and with more of an open mind. Some folks from that population were given a voucher until social services could provide a more permanent solution to their housing situation. Although this was not what I had envisioned originally for this program, the program has grown and morphed to fit what our population needs and for that I am very grateful. This continues to help provide alternatives for officers and aid for those who so critically need it. Please extend our sincere gratitude to the Trust on behalf of the women and men of the Natick Police Department.*

The Kibbey Prize, created by the Trust to recognize “exemplary contribution to the expansion of housing opportunities for the citizens of Natick, Massachusetts” has not yet been awarded.

## DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT

### Overview:

The Department of Community and Economic Development (CED) is committed to advancing the strategic and sustainable development interests of the Natick community and to delivering the highest quality services to Natick residents and those seeking guidance/information on development within the Town. Located on the second floor of Town Hall, the CED team provides professional administration to Natick’s land use regulatory boards, including the Planning Board, Zoning Board of Appeals, and Conservation Commission. The CED team also administers and enforces local, state and federal land use, development, and building code regulations. Finally, current and long-range planning and development functions of the community are managed and advanced with the support of CED staff.

CED is organized into five over-arching, inter-related divisions:

- Inspectional Services (i.e. Building Department)
- Community Development (including housing)
- Economic Development
- Long-Range Planning
  - Transportation
  - Sustainability & the Environment
  - Zoning & Land Use
- Current Planning
  - Development Review
  - Public Project Design Support

In addition, CED provides staff support to the following committees:

- |                           |                                |
|---------------------------|--------------------------------|
| • Planning Board          | • Public Safety                |
| • Zoning Board of Appeals | • Parking                      |
| • Conservation Commission | • Transportation Advisory      |
| • Economic Development    | • Affordable Housing Trust     |
| • Design Review           | • Community Development        |
| • Open Space Advisory     | • Historic District Commission |
| • Trails                  |                                |
| • Historical Commission   |                                |



### Department Staff:

The Director of the Department of Community and Economic Development (CED) is **James Freas**. Staff support for the Current Planning, Long Range Planning, Community Development, and Economic Development divisions of the department is provided by Senior Planner **Ted Fields**, General Planner/Conservation Agent **Marianne Iarossi**, and Project Manager **Mark Coviello** (part-time).

**David Gusmini**, Building Commissioner, leads the Inspectional Services (Building Department) division, overseeing 2 full-time building inspectors (**Michael Connelly** and **Eric Libby**) and multiple part-time plumbing/gas and electrical inspectors.

CED is supported by the highly dedicated and skilled administrative team led by **Annie Greel**, Executive Planning Assistant, and Administrative Assistants **Sue McClellan** and **Lauren Michalski**. This experienced team provides overall support for the entire department including customer service at the front desk and administrative support to the three land use boards/committees (PB, ZBA, and ConCom).

### 2019 Year in Review

Major milestones and continued work of 2019 include:

- Endorsement by the Planning Board of the **Natick 2030+ Comprehensive Master Plan**;
- **Permitting, review, and field inspections** of multiple private developments including the new 65,000 SF East Coast headquarters of **Exponent** on Route 9 and a 65,000 SF new bio-tech/life-science incubator, **ABI LABS 2**, building at Sherwood Plaza, among many others (more than 7,000 permits issued in 2019);
- Continued project management of multiple **transportation projects**, including:
  - **Route 27 Corridor**: \$16+m reconstruction of Route 27/North Main Street. Work to begin in 2020;
  - **Cochituate Rail Trail**: \$12+m construction project now under construction;
  - **Route 27 & 9 Interchange**: Design work has begun to replace the bridge over Route 9 and improve the interchange;
- Development of **Stormwater Management regulations**;
- Work to create the formal review/approval processes for **Adult Use Marijuana Establishment** uses in Natick by the BOS and PB;
- Completion of the **Natick Center Placemaking Strategy**;
- Advancement of the Long Range Planning study of the **Exit 13/Spennett/Route 30** (“**Golden Triangle**”) area in collaboration with the City of Framingham;
- Continued collaboration with **local and regional partners** including Natick Center Associates, MetroWest Chamber of Commerce, MetroWest/495 Partnership, and many others;

2019 proved to be yet another busy, exciting and productive year for CED.

## CONSERVATION COMMISSION

### Conservation Commission Oversight and Protection of Wetland Resources

The Conservation Commission is comprised of seven members appointed by the Town Board of Selectmen. The present Commission members have varying backgrounds, including biology, architecture, environmental law, teaching, civil engineering, environmental science and engineering and landscaping. Mary Kate Schneeweis, was newly appointed by the Board of Selectmen in December.

The primary responsibility of the Commission is to implement and enforce Article 31- the Natick’s Wetland Bylaw and Regulations, the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, section 40 and 310 CMR 10.58), the Rivers Protection Act (310 CMR 10.58), Natick’s Stormwater & Erosion Control Bylaw and Regulations, the State’s Best Management Practices for the Storm Water Management Policy, as well as to acquire, protect, and manage Town open space. In addition, the Commission advises other Town entities on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act and on various environmental and wildlife issues.

## COMMUNITY & ECONOMIC DEVELOPMENT

Marianne Iarossi, the Town's Open Space Planner/Conservation Agent, was hired in August. This full time position and half-time support staff (Sue McClellan) provides assistance to the Commissioners and the public on a daily basis. They provide support for semimonthly Commission meetings, frequently held Subcommittee meetings, and answer questions from the public and professional communities. They provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the Commission, keep minutes and perform site inspections. Additional projects completed by staff include those associated with long range planning such as assisting on the Open Space & Recreation Plan, completing grant applications and implementing special environmental projects.

Accomplishments last year (2019) include:

- **Stormwater & Erosion Control Bylaw:** Fall Town Meeting voted to adopt the new Stormwater & Erosion Control Bylaw in October which better monitors stormwater and erosion affiliated with development in Town. Under the new Bylaw any new construction, development or home improvement project that disturbs an area of land 3,000 to 20,000 square feet requires the filing of a permit and review by the Conservation Agent. Projects disturbing over 20,000 square feet of land requires the filing of a permit and review by the Conservation Commission.

Over the past year, the Commission has reviewed and approved 5 Land Disturbance Permits. This number is expected to increase in 2020 with implementation of the new Stormwater & Erosion Control Bylaw.

- **Open Space:** Bids were solicited in May for the Dog Park project located at 111 West Central Street and owned by the Commission. Construction commenced in August with a ground breaking ceremony. The Dog Park will be named in honor of Eddie Kramer. The project is expected to be completed spring 2020.
- **Trails:** Cochituate Rail Trail construction commenced in July with a ground breaking ceremony. The project is expected to be completed early 2021.
- **Going Digital:** The Commission continues to maintain the Conservation Commission website, which includes the General Wetlands Protection Rules, Regulations, Fee Schedule, FAQs regarding wetlands, agendas, and information on how to obtain a wetlands permit. There is also information included on the Town Forest Committee and Trails Maintenance Committee. A new Open Space & Trails webpage was added to the Community & Economic Development webpage.

Near the end of the year, the Commission started to go digital. Each member brings a laptop to the meetings and meeting documents are added to a Shared Google Drive. This has reduced the amount of paper the Commission asks from Applicants.

- **Grants:** Staff submitted, were awarded, and implemented work under various grants last year. The \$11,587 Department of Conservation & Recreation Community Forest Stewardship Implementation Grant awarded for the restoration of a meadow ecosystem at the Town Forest, was completed. Over an acre of white pines were removed and replanted with native wildflower mix. Initial wildflower growth is anticipated spring 2020.
- Over the past year, the Commission held 21 meetings to review projects subject to their jurisdiction including the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued 20 Orders of Conditions, 24 Determinations of Applicability, 13 Certificates of Compliance, 1 Order of Resource Area Delineation, and 1 Enforcement Order. These numbers are similar compared to past years.

## DESIGN REVIEW BOARD

The Design Review Board is an advisory board to the Planning Board, Zoning Board of Appeals, Building Department, and the Town as a whole in matters of design. There is no budget assigned to the Design Review Board and the members are unpaid.



The Natick Design Review Board was appointed to review projects in the Downtown Mixed Use District with the charge to prevent blight and enhance the natural and aesthetic qualities of the downtown as referenced in the Natick Zoning Bylaws Downtown Mixed Use Section III.E.4.

Additionally, the Board performs reviews of projects located within the Housing Option Overlay Plan (HOOP) Districts, and per the request of the Planning Board.

The Board is charged to use the Natick Center Design Master Plan of June 1998 as the foundation of our review and consists of 5 members.

<u>Board Position</u>	<u>Member</u>
Planning Board appointed Architect:	Jonathan Traficonte, AIA
Planning Board appointed Landscape Architect:	Saralyn Keller, RLA
Planning Board designee:	Steven Gerrard, AIA
Natick Selectmen Historic Commission appointee:	Vincent Vittoria
Natick Selectmen Downtown Business appointee:	Avigail Shimshoni, RA

The Design Review Board meets on a monthly basis and more frequently as required for specific projects. The Board meetings are advertised in compliance with the Open Meeting Law requirements of Massachusetts.

### MASTER PLAN ADVISORY COMMITTEE

2019 marked the completion of the charge of the Master Plan Advisory Committee.

The Committee was appointed by the Planning Board in October 2015 with the charge to:

- Advise the Planning Board on the scope, development, and implementation strategy of an updated comprehensive Master Plan, in accordance with the Town Charter and MGL Ch 41 S81D;
- Support the Planning Board's effort to ensure broad public and Town participation in the process;
- Provide the Planning Board and staff with any materials and lessons from the Strategic Plan Review Committee (SPRC) and Master Planning Steering Committee (MPSC) that may inform the process; and
- Undertake other work related to the Master Plan as requested by the Planning Board.

The Natick 2030+ process comprised four phases:

- Existing Conditions Report
- Community Vision and Goals Statement
- Recommendations and Options Analysis
- Final Plan Development

The Committee and the Planning Board met in January 2019 for a final review the draft document. On February 20, 2019, the Planning Board voted to issue the Natick 2030+ Master Plan. The implementation of the plan falls to the responsible committees, commissions, departments, organizations, and individuals identified in the document's implementation plan.

The Planning Board voted to dissolve the Master Plan Advisory Committee at its meeting of December 20, 2019.

#### Committee composition

When the committee was established, it was agreed that its composition and charge might change over time. In 2017, to support the outreach phase of the process, the committee was expanded to nine full members and two alternates. In 2019, the members of the Master Plan Advisory Committee were

- Jeff Alderson, clerk
- Terri Evans, chair
- Scott Jennings
- Jeff Richards
- David Parish, vice chair
- Ganesh Ramachandran

- Sue Salamoff
- Florina Uyar
- Rachel Crocker Ford, *associate member*
- Julie McDonough, *associate member*

The Committee would like to acknowledge the substantial professional guidance and support it received from the staff of the Community & Economic Development Department, particularly former director Jamie Errickson and senior planner Ted Fields.

As chair, I would personally like to acknowledge the generous contributions of time and expertise by the members of the Committee. Their commitment to the process and the execution of an implementable plan was invaluable in the robust and implementable quality of the final document.

### OPEN SPACE ADVISORY COMMITTEE

The Open Space Advisory Committee was created under the Natick Town Bylaws to be “an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan and in revising the Natick Open Space and Recreation Plan as needed.”

The 2012 Plan expired this year, but we held off on updating the plan until completion of the Comprehensive Master Plan (Natick 2030+), since it included much material that was relevant to the Open Space and Recreation Plan. Our progress was further delayed by vacancies in the positions of Director of Community and Economic Development, as well as Conservation Agent. With the hiring of Marianne Iarossi as Open Space Planner/Conservation Agent in August, we began the updating process. We were delighted that Marianne’s position includes the role of Open Space Planner, which means for the first time we will have staff support for open space goals that previously relied on volunteer efforts.

Our most visible open space goal involves trails. In 2019 the town found itself with many groups concerned with trails – both town committees and volunteer groups – but no group having overall responsibility. We participated in numerous discussions and two inter-committee forums to discuss formation of a new trails committee, which would probably consolidate several existing committees. We expect this will happen in 2020.

In the meantime, Keep Natick Beautiful continued to pitch in with trail maintenance, Friends of Natick Trails started holding guided trail walks, and our committee continued to organize the annual Natick Trails Days. In fact, this year, for the first time, we organized a spring trails day in addition to the 10th Annual Fall Trails Day. Each event attracted 25 to 30 volunteers.

Spring Trails Day was held May 4 at Tony Anniballi Park at Pegan Cove to follow up on work begun at the previous fall’s Trails Day. The main group of volunteers cleared out invasive plants and other growth to preserve the beauty and habitat of the meadow area. A second group made several improvements to wet areas of the North Trail as it approached Lake Street.

Fall Trails Day was held October 19 at the Cochituate Aqueduct, where we continued to make improvements to a trail that has been created totally by volunteers over the past several years. This year we cleared up the Erie Drive trailhead area, installed several signposts, added wood chips in some wet areas, and cut back growth along several portions of the trail.

Although our committee played only a supporting role, we were delighted to participate in groundbreakings for two big projects that have been a long time in development – the Cochituate Rail Trail on July 19 and the Natick Dog Park on August 29.

A second open space goal involves land preservation. After several years of successes, we experienced two disappointments this year. The Town was unable to find a way to preserve the century-old Winona Farm on Union Street, and Fall Town Meeting retracted its support for purchase of 22 Pleasant Street, adjacent to the Hunnewell Baseball Fields.



A third goal involves providing public information on open space, and we continue to share information at Natick Days, Natick Earth Day, and the Oldtown Photo Competition, and through our e-mail list and Facebook group, Natick Open Space. We also spoke this year at Coffee with a Purpose.

Finally, we fondly remembered our former member, Bancroft “Bats” Wheeler, who passed away this past year.

## PLANNING BOARD

Established pursuant to M.G.L. c.41 s 81, and the Town of Natick Charter, Article 3 section 11, the Planning Board is the elected body with jurisdiction that includes acting on all proposed subdivision applications, acting as the Special Permit Granting Authority (SPGA) when applicable, determining the qualification of applications for “Approval Not Required” plans and providing Zoning By-Law recommendations for Town Meeting action.

The Planning Board is also charged to:

- Prepare, adopt, amend and implement a Master Plan for the Town (M.G.L. c.41 s.81 D)
- Adopt, administer and amend Subdivision Rules and Regulations
- Administer the Aquifer Protection Bylaw where applicable
- Recommend designation of and hold public hearings on requests regarding the Scenic Roads Act
- Issue the Zoning Map annually, reflecting any changes to the map in the prior year
- Appoint three members to the Design Review Board
- Serve as the Smart Growth Plan Approval Authority (PAA)

In 2019, the Planning Board held 25 regular meetings and various working group meetings, and filed 44 separate decisions. Among these decisions were site plan review and special permits for the following applications:

- Avenu (age 62+ Senior Housing) and Residence Inn (Hotel), Superior Drive
- 0 Tech Circle – Indoor Volleyball Facility
- Assisted Living Overlay Option Plan/119, 121, 123, 125 and 131 East Central Street
- The Rivers School – Athletic Field in Natick;
- 150 East Central Street – conversion from dry cleaner to office space
- St. Mark Coptic Church – modification of site plan approval
- 14 West Central Street - modification of site plan approval

2019 Projects under review:

- 50 Pleasant Street (Historic Preservation Bylaw)
- 7 Cemetery Street (Home Occupation – Dog Kennel)
- 7-19 Washington Street (Multi-story building – residential/commercial)

Prior decisions which were subject to review for minor modifications included numerous signage applications.

The Board undertook the following subdivision control law and related matters:

- Windy Lo Definitive Subdivision off of Eliot and Everett Street – 12 new lots and 4 ANR lots
- Fair’s Lane Definitive Subdivision – 4 new lots
- Endorsed several plans of lot boundary changes qualified as Approval Not Required

In February, the Planning Board voted to issue Natick 2030+, the Town’s Master Plan, which is now in the implementation phase. The Board dissolved its appointed Master Plan Advisory Committee (MPAC) in December and wishes to acknowledge the work of its members over the past three years.

The Board sponsored the following Town Meeting warrant articles:

- Spring Annual Town Meeting (SATM) Article 24: Amend Historic Preservation Bylaw (Section III-J) - *passed*
- SATM Article 25: Amend Zoning Bylaw: Wireless Communications Facilities – *passed*
- Fall Annual Town Meeting (FTM) Article 30: Amend Zoning Bylaw – Creative Production – *passed*
- FTM Article 31: Amend Zoning Bylaw – Craft Fabrication – *passed*
- FTM Article 32: Amend Zoning Bylaw – Downtown Business (DB) District - *referred*

## COMMUNITY & ECONOMIC DEVELOPMENT

- FTM Article 33: Amend Zoning Bylaw – Nonconforming Uses, Large Residential Additions - *referred*
- FTM Article 34: Amend Zoning Bylaw – Alternate Uses in Residential Districts – *passed*
- FTM Article 35: Amend Zoning Bylaw – Retail Marijuana Overlay Districts – *passed*

In addition, the Board held public hearings for the following Zoning Bylaw related-articles sponsored by others:

- SATM Article 26: Amend Definition of Dog Kennel - *referred*
- SATM Article 27: Amend [Zoning Bylaw – ] Dog Kennel Zoning – *passed*
- FTM Article 29: Amend Zoning Bylaw to Adjust Density of Housing Permitted and Residential Parking Required in Downtown Mixed Use (DM) District – *passed (Motion A)*
- FTM Article 39: Amend Town of Natick Bylaws and Zoning Bylaw to change references from Board of Selectmen to Select Board and to change references from Chairman to Chair – *passed*
- FTM Article 44: Amend Zoning Bylaw and Zoning Map regarding the Industrial II (INII) district and Highway Mixed Use II (HMI) district on certain parcels - *referred*

The Planning Board continues with its commitment to the development and maintenance of an inventory of affordable housing in Natick and to promote, foster and enable an economically, socially, and culturally vibrant and diverse Natick Center. The Board would like to acknowledge the work of related Town boards and committees in this effort, including the Conservation Commission, the Affordable Housing Trust, and the Design Review Board.

The Board would also like to acknowledge the many contributions of its departing Associate Member John Wadsworth, who stepped down in March, and would like to welcome new Associate Member Susan Simone Kang.

The Board extends its appreciation to the staff of the Community Development Office, particularly Executive Planning Assistant Annie Greel, for their hard work on behalf of the Board and the Town. We thank departing Community and Economic Development Director Jamie Errickson, who left in May after four years with the Town, and welcome the appointment of James Freas as his successor. The Board also acknowledges the contributions of Town Engineer William McDowell for his technical assistance in many of the cases that appear before the Board.

## ZONING BOARD OF APPEALS

The Natick Zoning Board of Appeals (the "Board") operates pursuant to applicable provisions of Chapter 40A of the Massachusetts General Laws and the Town of Natick Charter and By-Laws. The Board consists of eight members (five regular members and three associate members) appointed by the Board of Selectmen, which seeks to maintain at least one attorney, one architect, and one civil engineer or builder. The positions are completely volunteer and are in no way compensated with Town or any other funds. Within the membership as prescribed under the Town By-Laws, the Board elects a Chair, Vice-Chair, and a Clerk.

The Town of Natick *Zoning By-Laws* sets forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which prescribe methods by which to seek relief from those requirements. The Board has the power to hear and decide the following petitions:

- ❖ Requests for variances from the regulations of the *Zoning By-Laws* – for example, a variance to allow the construction of an addition to a dwelling that does not meet the current setback requirements.
- ❖ Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.
- ❖ Requests for Special Permits as allowed within the *Zoning By-Laws* – for example, the Board, when designated to act as the Special Permit Granting Authority, can grant permission for specific uses in specific zones.

The majority of the applications received by the Board concern residential properties such as tear downs on pre-existing non-conforming lots (home lots created/ established before the Town's Zoning by-law was established) and additions to pre-existing non-conforming structures. The Board also hears cases under the Massachusetts State



Statue *Chapter 40B*; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The Statue is designed to bring a city or towns' overall affordable housing stock to 10%.

The Board receives the opinions of other Town Boards and Commissions and incorporates relevant features of those opinions into their decisions. . The Board meets regularly on Monday nights once a month. In 2019, the Board received 79 new petitions, with filing fees totaling \$18,700.00. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 66 were granted conditionally, 1 was denied, 5 were withdrawn and 7 are ongoing.

The Board also wishes to thank the staff of the Town's Community Development Office for its invaluable support and guidance throughout the year. The volunteer members of the Zoning Board of Appeals will continue to work together to provide the town and townspeople of Natick a valuable service.

## SUPERINTENDENT AND SCHOOL COMMITTEE



### Strategic Plan and District Goals

Natick Public Schools invites the community to think about how to engage, learn from, and communicate with community members throughout the system, in a spirit of teaching and learning, and to be clear about when, why and how the system needs to change. To this end, the 3-5 year strategic plan was developed in 2019-19 and will be revisited, updated, and refreshed annually. Natick Public Schools is a strong learning organization and, to that end, we seek to grow and get stronger every day. Our plan aligns our community around four key thematic goal areas:

1. **Goal Area 1 Teaching and Learning & Assessment, Accountability/Assessment and Evaluation**  
Excel in academic achievement, and Profile of a Natick Graduate (POG) competencies for all groups and subgroups of students.
2. **Goal Area 2: Teaching and Learning While Nurturing Connections**  
Develop a systematic, developmentally appropriate social-emotional learning (SEL) and healthy living framework for student learning and parent engagement and partnership.
3. **Goal Area 3: Assessment, Accountability & Evaluation**  
Excel in strategic planning and financial management.
4. **Goal Area 4: Nurturing Connections**  
Establish communication procedures and philosophies that build trust, transparency, and engagement with our community.

These four goal areas are the foundation for the action steps and measurement of goal achievement for the strategic plan and are meant to be large, visionary, and bold statements about the work we hope to do with our students, staff, families, and community partners. For the past ten years, the district has had a series of goals designed to be achieved in a single year. Moving forward, to work on goals in a deeper manner, the school committee and school leadership sought to create a 3-5 year strategic plan for moving the district to greater achievement, focus, strategic and financial planning.

### District Accomplishments

As a district, we have had a number of accomplishments in 2019. These accomplishments include the following:

- Natick Recognized as a Model Professional Learning Community at Work™ by Solution Tree (One of Approximately 200 Schools and Districts in the US and Canada to Receive This Honor)
- Niche rankings of #1 in Athletics, #17 in Safety and #24 in state rankings
- Boston Magazine ranked Natick #47 in Best Public Schools in Boston 2016 in their exclusive ranking of 125 school districts in the Greater Boston area
- College Board named the Natick Public Schools to their 10th Annual AP Honor Roll for Significant Gains in Student Access and Success
- Natick continues to implement a highly successful 1:1 program for grades 7-12, soon expanding to grade 6 with an in-class computing model
- The Natick School District has become a desirable place to work, thus, providing us the ability to hire and retain highly qualified and certified staff.
- Academic and social-emotional programming designed to promote our Profile of a Natick Graduate competencies in a personalized and supportive environment

### Natick by the Numbers: Statistics About the Natick School District

**Student Enrollment:** 5,540

#### **Student Demographics**

African American: 2.7%  
Asian: 10.3%  
Hispanic: 6%  
Native American: 0.1%  
White: 75.6%  
Native Hawaiian/Pacific Islander: 0.1%  
Multi-race, Non-Hispanic: 5.2%

#### **Special Populations**

High Needs: 24.2%

Students with Disabilities: 14.2%  
Economically Disadvantaged: 9.1%  
English Language Learner: 3.1%

#### **Where Do Our Graduates Go?**

Post-secondary Study: 95%  
Military Service: 1%  
Joined Workforce: 4%

#### **District Overview**

Our district is comprised of nine schools:

- One Preschool



## EDUCATION AND LEARNING

- Five Elementary Schools
- Two Middle Schools
- One High School

### Highlights

- 1:1 Program for grades 7-12
- 50-year Partnership with METCO, Inc.

- 21st-Century Classrooms and Learning
- Personalizing Learning (Giving Students Voice & Choice)
- Robust Professional Development and Leadership Pathways
- Strong Parent and Community Partnerships

## SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE (KEEFE REGIONAL TECHNICAL SCHOOL)

This annual report is prepared by Superintendent /Director, Jonathan Evans, and composed on behalf of the members of the School Committee of the **South Middlesex Regional Vocational Technical School District** and submitted after review and approval by the full Committee in compliance with the provisions of the Agreement among the City of Framingham and Towns of Ashland, Holliston, Hopkinton and Natick.

This report reviews from the perspective of the Committee the principle items with which the Committee was concerned during the year. It is a representative account of matters solely within the policy making authority of the Committee and also of matters which the Superintendent/Director brought before the Committee for information and consultation. For greater detail and discussion the reader should read the extended minutes of Committee meetings and the attachments thereto which are available at the school office.

In addition to a public high school, the South Middlesex Regional Vocational Technical School District provides continuing education opportunities for adults through the Keefe at Night program as well as Summer Discover, a summer program for area youth.

The Committee reorganized on June 17, 2019 with officers elected unanimously to the following positions:

**Chair:** Edward Burman (Ashland)

**Vice-Chair:** Sarah Commerford (Holliston)

**Secretary:** A.J. Mulvey (Framingham)

**Assistant Treasurer:** Barry Sims (Holliston)

Staff members working on behalf of the District and School Committee are Karen Ward, **Recording Secretary** and Jack Keating, **Treasurer**.

The balance of this report presents a summary of the discussions and actions of the Committee on a number of the important matters brought before the Committee for advice or action.

### Community Engagement

Staff and students of Keefe Regional Technical School participated in many community projects throughout the school district member municipalities. Examples of these activities include:

#### **Carpentry**

Natick House Project – Installed flooring and finish materials for the Natick Affordable Housing Trust

Framingham School for the Deaf – Built cube chairs

#### **Cosmetology**

Callahan Senior Center – Provided complimentary manicures

Hopkinton Senior Center – Provided complimentary manicures

#### **Culinary Arts**

Natick Community Farm – Provided support for the Harvest Dinner Fundraiser

Jewels of Framingham – Provided pastries to celebrate the residents of Framingham over the age of 90

Taste of MetroWest

Family Promise Natick – Provided fundraiser support

#### **Design and Visual Communications**

Framingham Pride Flag Raising – Provided face painting services

Natick Community Senior Center – Created signs

Framingham Holiday Celebration – Provided face painting services

#### **Early Childhood Education**

SMOC Framingham – Volunteer hours

#### **Electrical**

Natick House Project – Completed finish wiring and inspection for the Natick Affordable Housing Trust



Habitat for Humanity – Project wiring for a home renovation on Concord Street in Holliston

Framingham Parks and Recreation – Maintenance building door sensors, Scoreboard repair Dudley Road, Parking lot light repairs Cushing Park, Irving Street Park underground service

### **Graphic Communications**

Holliston Police – School safety stickers

Town of Ashland – Business cards

Family Promise Natick – Flyers and tri-fold brochure, banners, ID signs, certificates, note pads, posters and programs

Framingham Police – Court envelopes

### **Health Assisting**

MetroWest Blood Drive – Staffed the spring and fall blood drive

Alzheimer's Walk

Sages and Seekers program

Jewels of Framingham – Volunteer service

Framingham Annual Health Fair – Volunteer service

Pearl Street Cupboard - Volunteers

### **Horticulture**

Natick Community Organic Farm – Crop production assistance and maple sugaring

Pearl Street Food Pantry – Donations of produce and floral designs

Framingham Parks and Recreation Department and Department of Public Works – Arbor Day tree planting, other planting operations, and cemetery maintenance

Massachusetts Horticultural Society – Grounds maintenance and improvement project

In May 2019, Keefe Regional Technical School hosted a breakfast for the Community Based Justice Program (CBJ) that included Middlesex County District Attorney Marian Ryan, Probation Officers, School Officials and area Police Department Representatives.

It should also be noted that all five district municipalities' high school's swimming teams practice and compete at the Keefe Regional Technical swimming pool. The pool is also used by the Framingham Park and Recreation Departments.

### **Administration**

In 2019, Jonathan Evans completed his sixth year in the role of Superintendent Director, with 24 years of service to the district.

The School Committee adopted goals for the Superintendent's performance evaluation period from July 1, 2019 through June 30, 2020. The goals adopted related to the following: Services for Growing English Language Learner Population, Build Stronger Connection to Alumni, Reviewing and Articulating Competitive Advantages of Career and Technical Education Programming.

The School Committee completed its periodic evaluation of the Superintendent's accomplishments against established goals and desired qualities established in the DESE Rubric and found him to be Proficient approaching Exemplary for Standards II Operational Systems and Standard IV Consensus Building; Proficient in Standard III Family Engagement; and Exemplary in Standard I Improved Performance, Effectiveness and Learning; with an Overall Rating of Proficient. The complete record of this evaluation is a public document that will be available at the South Middlesex Regional School District Superintendent's Office.

### **School Improvement Plans**

The School Improvement Plan for the 2019-2020 school year includes the following objectives:

1) Pilot a new model for our Student Response Team, with a focus on broadening the referral process and consistent collaboration of support faculty, 2) Prioritize incorporating the school's core values into student programming and school-wide activities. 3) Academic departments will implement common scoring mechanisms to ensure an equitable student experience and will complete a final curriculum action plan to evaluate the three-year revision and implementation process, 4) Career and Technical Programs will incorporate data analysis of graduation rates, absenteeism/tardiness, Cooperative employment and suspension rates by each department and by grade and teachers within the program will incorporate improvement strategies over last year's results .

The Professional Development Program included a series of workshops hosted by the ELL Department. Topics included: 1) Collaborating with academic, vocational and ELL teachers, 2) Differentiating materials and curriculum for ELLs, 3) Working

with Level 1 and Level 2 ELL students, 4) Working with ELLs and their families, 5) Providing social-emotional support for ELLs, and 6) Working with ELLs in the vocational technical areas (OSHA, safety, related theory). The opening of school for teachers featured a motivational presentation by Brooks Harper. Brooks is a leading speaker in College and Workforce Readiness. He spoke to faculty and staffs about helping students discover, develop, market and sell their talents, skills and abilities that bring tangible value to the marketplace. In the second half of the school year, teachers will attend professional development by Roots and Wings, an organization that will work with students to train them to engage in conversations surrounding climate and culture. The training will culminate in a “Teen Speak Out” Event for students.

### **Handbook**

With review by the School Council, updates to the Handbook were made. A section on academic plagiarism and cheating was included, which detailed the progressive consequences for students in violation of the policy. The number of credits needed was updated from 42.5 to 43.5. There were changes to two programs: Business Technology was deleted and Graphic Communications is for students graduating during the years 2020, 2021, and 2022.

### **The Budget Process**

The Budget Sub-Committee members Ed Burman, Larry Cooper, A.J. Mulvey, Ruth Knowles, Elizabeth Smith-Freedman and Barry Sims are beginning the FY21 budget development process.

In 2019, the Superintendent continued the practice of communicating early in the budget process with the financial officers of the member towns to develop mutual awareness of both municipal budget constraints and the efforts of the Committee to manage the school efficiently and effectively while recognizing those limitations. The Committee continued to consider reductions in the preliminary budget and the budget of \$19,778,463 as submitted to the member municipalities for FY20 was approved by all.

### **Auditor’s Report**

The annual audit by the independent accounting firm of McCarthy & Hargrave is in the process of preparing the financial statements for committee review. It is expected that the audit report that calculates our energy project will meet the stipulated guarantee benchmarks for the 2019-2020 year.

### **Enrollment, Recruiting and Student Retention**

Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our overall operational success. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will lead to our success in attracting students and their families to Keefe Regional Technical School. The Superintendent has emphasized that the administration, faculty and support staff must work together to ensure that Keefe Regional Technical School continues to be recognized by our community as a career and technical school of high quality. In the fall of 2019, our recruitment efforts included a two-hour showcase visit for all 1900 8<sup>th</sup> grade students from the public schools in our district, followed by an Open House Career Night for prospective students and their families.

We are pleased to report the enrollment on October 1, 2019 was 800 students reflecting a substantial increase in enrollment.

### **Buildings and Grounds**

Keefe Regional Technical School has been occupied continuously since September 1973. The facility is used not only during the school day and year but also evenings, weekends, and during the summer months.

Facility upgrades that were completed in 2019 include replacement of auditorium audience seats, replacement of carpeting in the Culinary Program restaurant, the Library, the Auditorium, and the entire 3rd floor classroom corridor, removal of carpeting in several classrooms and replacement with floor tile, replacement of all classroom and shop entrance doorknobs with ADA compliant door levers and hardware, installation of Braille signage to classroom and shop entryways, repairs to parking lot pavement, upgrades/repairs to main boilers/heating system, replacement/addition of furniture and equipment in several classrooms and CTE programs, repair/painting of interior and exterior surfaces, plumbing and electrical upgrades, replacement of interior lighting (lamps and fixtures) through participation in Eversource LED Energy Conservation Upgrade Program, replacement of ductwork insulation in Electrical CTE area, upgrades/repairs to swimming pool complex, installation of football field scoreboard, installation of informational banners on exterior light posts, and the purchase of two 14 passenger minibuses.



Facility projects identified for future consideration include implementing recommended NEASC Visiting Team facility upgrades, replacing boiler in greenhouse, overhauling Broad chiller AC unit, replacing essential vehicles, replacing carpeting in classrooms 201-210, replacing fencing separating shed storage yard and football field, replacing ductwork insulation in Metal Fabrication CTE area, installing a room divider in Dental Assisting CTE area, replacing auditorium stage curtains, replacing auditorium stage lighting system, Horticulture Department design and construction of patio/lunch area outside of cafeteria, replacing custodial cleaning equipment, Carpentry Department design and construction of classroom space inside Carpentry CTE area, installing swimming pool chemical monitoring system, expanding the surveillance system, and replacing the scissor lift platform unit.

### Student Achievement

The 2019 Massachusetts Accountability Classification System includes information related to the progress and improvements specific to a series of state-determined targets. This system measures accountability percentiles, graduation rates and participation rates to determine each school's overall performance and classification. Keefe maintains a solid status, labeled as, "moderate progress toward targets."

Keefe continues to focus on closing achievement gaps, while undertaking a new computerized assessment system. Staff and students participated in computer-based testing for the Next Generation Assessment, also known as MCAS 2.0, in English and Math last March and May. An average of 43% of students have "Met" or "Exceeded Expectations" in English and Math. An average of 62% of students scored "Advanced and Proficient" in Biology. The 2019-2020 school year will be the last year of the Legacy MCAS test for Biology. Starting next school year, 2020-2021, all required state exams, needed for Competency Determination (CD), will be assessed using a computer-based testing system. Additionally, Keefe students showed an increase in growth in the areas of the four-year cohort graduation rate, the annual dropout rate, chronic absenteeism and advanced coursework completion.

Keefe added two additional AP courses, bringing the total to six courses offered in a variety of multidisciplinary areas for students seeking a more rigorous course load. Students who took the College Board AP exams last May continue to perform at a commendable rate. The Advanced Placement participation rate reports that 64 students took a total of 93 AP exams.

Keefe Regional Technical School hosted the SkillsUSA District Level competition on Wednesday, February 7, 2019 and had 115 students compete. Keefe Tech students won a total of 36 medals. Keefe Tech was awarded 5 medals at the State Level. Three students represented Keefe Tech at the National Level. Fourteen Keefe Tech students competed in the Future Farmers of America at the State Level. Twenty-five Keefe Tech students competed in Business Professionals of America at the State Leadership Conference and were awarded 11 First Place Gold Medals, 11 Second Place Silver Medals, and 10 Third Place Bronze Medals. One Keefe Tech student competed at the National Leadership Conference where he was awarded 4 top ten medals and one first-place finish.

### General Advisory Board

The General Advisory Committee consists of the Chairperson from each of the Program Advisory Committees. The General Advisory Committee reviews curriculum and equipment requests, summarizes these requests, and brings to the attention of the Administration and the School Committee observations and recommendations from the Program Advisory Committees. The points noted for the current school year include: the need to continually align the curriculum with changes in equipment and technology within specific industries; community outreach to bring Keefe's programs to potential students; increasing opportunities for students and employers through the co-op program; continued pursuit of grant funding for state-of-the-art career and technical equipment; and training students to acquire industry-recognized credentials to help them make the transition from school to work.

### SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE

#### **ASHLAND**

Edward Burman - Chairman  
William N. Gaine, Jr.

Linda Fobes

Maria Martinez

A.J. Mulvey

Michael Rossi

#### **HOLLISTON**

Sarah Commerford

Barry Sims

#### **FRAMINGHAM**

Michele Burns

James Cameau

Larry Cooper

#### **HOPKINTON**

Ruth Knowles

Jaime Shepard

#### **NATICK**

Ruth Mori

Elizabeth Smith-Freedman

## BACON FREE LIBRARY

The mission of the Bacon Free Library is to provide popular materials and learning resources for the enjoyment and use of the public, with a special emphasis on supporting the educational needs of our children. In accordance with the wishes of the library's benefactor Oliver Bacon, materials are selected to satisfy a broad range of interests and topics. Originally established in 1880, the Bacon Free Library continues to provide the community with library services and programs today. The BFL provides its users with a charming blend of today's best-sellers, old fashioned friendliness, and modern technology in an historic neighborhood setting.

The Bacon Free Library continues to evolve to meet the ever changing needs of the community. As a 21<sup>st</sup> century library, the BFL provides 24/7 at-home access to digital collections which include downloadable ebooks, magazines and movies. Its lovely scenic location provides the perfect setting for summer outdoor programs. Its' warm, cozy interior provides a welcoming community space for the people of Natick in which to read, learn, study or attend one of our many programs. Below are some statistics from FY19.

- Number of uses of collection: 43,533
- Number of visits: 22,305
- Number of programs for kids & teens: 298
- Number of attendees of programs for kids & teens: 5,388
- Number of programs for adults: 194
- Numbers of attendees of programs for adults: 1,953

During 2019, the Board of Trustees, in cooperation with the Friends of the Bacon Library and the Library's patrons, conducted a very successful capital campaign that funded the installation of new, energy-efficient and historically-appropriate windows throughout the library. The Board of Trustees also funded a series of improvements to the interior of the library and its mechanical systems. In addition, an exterior landscape program was initiated for the Library grounds.

2019 also saw the boards of the Bacon Free Library and the Natick Historical Society cooperate on a number of physical improvements to the building and grounds, shared space for a variety of events as well as jointly sponsoring a number of programs for patrons and members of the two organizations, and for the community at large.

None of this would be possible without the dedicated support of the Friends of the Bacon Free Library, who tirelessly fundraise in order to provide programs for all ages, museum passes and so much more. Thank you to the Friends of the Bacon Free Library, donors to the capital campaign, and all of our devoted patrons. All of you have made the Bacon Free Library a much beloved community library.



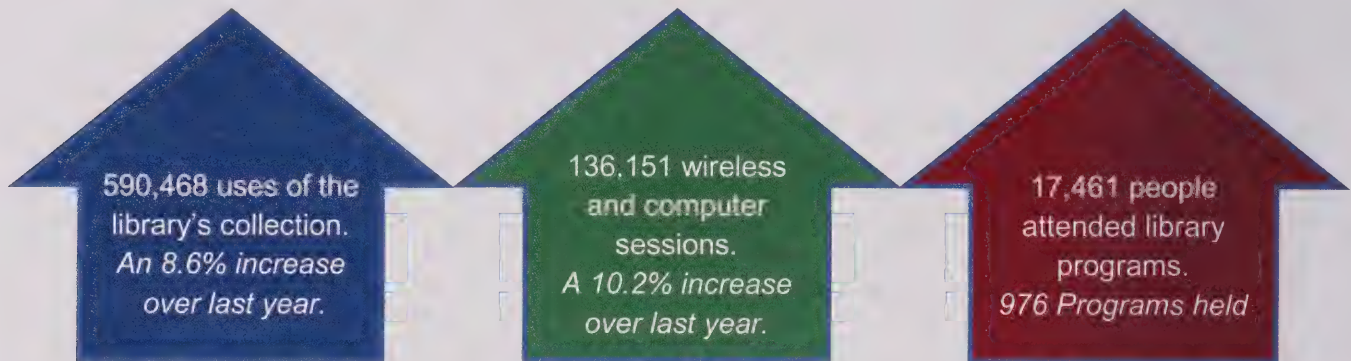
## MORSE INSTITUTE LIBRARY



## 2019 Annual Report

The Morse Institute Library strives to meet the needs of the Natick Community well into the future. Our vision – that the Morse Institute Library will be a place where people of Natick and the MetroWest area can learn, enjoy, and enrich their lives.

2019 saw Library usage grow:



## Strategic Goals:

## Support Enrichment and Lifelong Learning

In 2020, the library launched 2 major initiatives: Purposeful Play and Start with STEM. Purposeful Play will teach children ages 0-6 and their parents the importance of play in cognitive development. Start with STEM will help school-aged children explore STEM (Science, Technology, Engineering, and Math) fields through programs, and access to technology not easily available at home.

## Foster Community Engagement and Connections

In 2020, library staff were assigned specific organizations to partner with to develop stronger connections. These organizations include local organizations such as: Natick Center Cultural District, Natick Community Organic Farm, and the Community Senior Center.

## Build Partnerships and Collaborations

In 2020, the library looks to strengthen and enrich the partnership with the schools in Natick through programming, school library card drives, and participation in the Natick Innovation and Learning Summit.

## Expand Outreach and Communication

Internal rebranding of our Reference Department will allow library staff to attend more local arts and cultural events to promote the library. The library will also begin the process of outlining needs for a new Bookmobile.

## Promote Innovation and Creativity

The library will continue to showcase local art and music through event series and providing space for artists to share their work with their community.

# NATICK HIGH SCHOOL CLASS OF 2019

Wepare Abbey-Achindiba	Esha K. Budhiraja	Cecilia Kathleen Conway
Armineh Abelyan	Kyle James Burati	Catherine Margaret Cormier
Shayan Abtahi *	Kendra Soleil Burg	Joshua Patrick Cotter *
Denzel Acquah	Samuel Harrison Burg	Erin Elizabeth Cummins
Lily Patricia Adelman *	Troy Robert Burgoyne	John Dunnigan Curley *
Christopher J. Albano	Christopher James Burnes *	Caitlin Elizabeth Cushing *#
Michaela Lynne Albert *	Molly Ann Burnes *#	Yuheng Dai
Grace Failènn Alcott *#	Edsel Ross Navarro Camama	Julia Fabiene Daldon
Jeremy Nathan Allik	Alexandra Christina Campana *	Patrick Clementin Bumanglag Dales
Jacelis Yvonne Alonzo	Alex Richard Campbell *#	Payton Michael Dalzell
Claire Frances Amabile	Jessica Roxana Campos *	Matthew DaSilva
Eloise Rachel Baker *#	Eva Teresa Canino	Kamila Paola De Los Santos De la Rosa
Daniel Keoki Baptiste	Christian John Canoni	Michael Virgilio De Santis
Clifton Phillip Barnett, Jr.	Marie Lorraine Canty *	Caroline Hope DeHaven *
James Manuel Josué Barrera *	Anders Martin Carlson *	John J. Delehanty
Vanessa Stein Barreto *	Victoria Elizabeth Carmenate *	Stephen Terrence Delehanty
Isaac Quinn Bastian	Benjamin Robert Carr	Monet D. DentonMobley
Alec Raymond Baumann	Brendan M. Carr	Edward Vincent Denty
Madison Rae Beatty	Emma Suzanne Carr	Christopher Lifa Devine
Grady Patrick Beauregard *	Patrick Francis Carr *	Alison Louise Dischinger *
Carley Elizabeth Bennet *#	Nicholas Vladimir Carson	Sarah Jessica Doherty *
Michael Berelowitz *	Bárbara Goncalves Carvalho	Theodore Patrick Doherty
Allison Miller Bernier *	Henry Ware Cavanaugh *#	Luana Botelho Dos Santos
Nasreen Bhumgara *	Abigail Rae Chamberlain	Brianna Rosario Drake *
Ashley M. Bianco *	Stephanie Anne Chamberlain *#	Katharine Drurey
Samuel William Bianco	Ethan Chau	Daniel Vladimir Dubsy *
Nicholas Robert Bishop *	Hanna Cicilia Summer Cheeseman-Meyer	Alexandra Durkin
Kathryn Rose Blinn *#	Matthew Denis Cho *	Carolyn Patricia Dye *
Sarah Chapin Bogan	Thea Helene Chronopoulos *	Meekaiel Gabriel Eagle
Emily Moreira Borges *	Madison Joyce Clark *	Paige A. Edwards
Theodore Dwight Borgman	Sara Adelaide Clausen *	Alp Eren Erdem
Michael Keenan Boyce	Maeve Murphy Clifford *	Katerina Exarchos *
Jackson Reynolds Bradford *#	Matthew Spencer Cohn *	Adam Seth Faberman
Matthew Garland Branch	Nicholas P. Collins	Talles Henrique Fagundes Bessa
Lilian Jane Amanda Briggs *	Grace Ellen Connolly *#	Madigan Jacqueline Fennell
Samuel Edwin Brown		



Hunter Walter Ferrera  
 Maximilian Benjamin Ferrucci \*  
 Adaluz Figueroa Febus  
 John Roger Finnerty \*  
 Carina Jessica Fitzgerald  
 Michael Glen Fitzpatrick  
 Shannon Nicole Flaherty  
 Annabella Arshalous Fletcher  
 Meghan Irene Foley  
 Shannon Dorothea Foley \*  
 Shirley Fong \*  
 Vincent Remo Fontecchio  
 Sabrina Ludmila Fookson  
 Hailey Fuchs  
 Shannon Lee Fuller  
 Ellen Margaret Gagner \*  
 Kassidy Elizabeth Gallagher  
 Iván García Álvarez  
 Sophia Isabel Gastaldo \*#  
 Madison Elyse Gaudet \*  
 Megan Elizabeth Gaughan \*#  
 Claire Marie Gaziano \*#  
 Wanbo Geng  
 Abigail Rose Gerdes \*#  
 Benjamin Santos Gerrard \*  
 Colin Pierce Ghilani  
 Nicole Rose Giarla  
 Connor Pattison Giersch  
 Alexandra Joachimi Gillott \*  
 Maximilian Edward Gillott  
 Abigail Gloria Goth \*  
 Nicholas David Goudsmit \*#  
 Benjamin Hunter Grant  
 Anthony Michael Graves  
 William Tucker Green \*  
 Jacob Paul Greenberg \*#  
 Benjamin Patrick Greene #

Samantha Marie Greene  
 Bridgette Robin Grothman  
 Mia Margaret Grundberg \*  
 Lana Livia Hackbarth  
 Sevan Mesrop Hacopian  
 Caitlin Marie Hannon \*  
 Christian Robert Hanson  
 Giselle K. Harb  
 Bianca Joelle Harper \*  
 Devon Ruth Hartigan \*#  
 Nicholas Chase Harvell \*  
 William Brian Harvey  
 Khwaja Ahmad Hasan  
 Katherine Patricia Haswell  
 Ryan John Haswell  
 Oliver Euan Henderson  
 Sean Joseph Henderson  
 Ayanna Olivia Patricia Henry  
 James Thomas Hickey  
 Benjamin Kelloch Hickman  
 Grace Alexandra Hicks \*  
 Declan Whalen Higgins  
 Luke Nikolay Zuk Hodges \*#  
 Matthew Douglas Zuk Hodges  
 Jake Parker Holcomb  
 John Joseph Holland  
 Alexander Jarret Houtzeel  
 Sarah Elizabeth Huekell  
 Mackenzie Sue Huff  
 Reid Sango Jackson  
 Zakary Aaron Jacobs \*  
 Troy Lamont James-Veale  
 Benjamin Edwin Jennings \*  
 Cole Thomas Johnson  
 Kerri Lynn Johnson \*  
 Connor William Jones  
 Hailey Bea Joseph \*

Arjuna Kangaloo  
 Sarah Ani Kaprielian \*  
 Raffi H. Karamousayan  
 Kristen Margaret Kelly  
 Andrew Harrison Kennedy \*  
 Jordan Taylor Kiefer  
 Sarah Rose Kiggen \*  
 Robert Killam \*#  
 Hailey Rose Kilroy \*  
 Olivia Katherine King  
 Katherine Louise Kinross \*  
 Andrew James Kittler  
 Brendan Michael Knapp \*  
 David Harrison Knox  
 Anna June Tsai Kolosky  
 Angela Kotsifas \*  
 Robert Daniel Lagan \*  
 Gabrielle Grace Lamont  
 Bina Miriam Landis \*  
 Elizabeth Morgan Landry  
 Ryan Connor Langan  
 Thomas Patrick Langan, Jr.  
 Julia Marie Larade  
 Alexander Paul Laurent \*  
 Elizabeth Mae Laurent \*  
 Brooke Charlotte LeBlanc \*#  
 Angel Luis Lebron, Jr.  
 Sarah Frances Leone  
 Albert Benjamin Levin  
 Isabel Faustina Levine \*  
 Robert Thaddeus Lewandowski \*  
 Arnold Ziruo Lin \*  
 Karina Alexandra Lopez \*  
 Zachary David Lynch \*  
 Justin Daniel Mabie  
 Olivia Rose MacKinnon  
 Ryan Patrick Maginnis

Joseph William Maichen \*

Ramathan Makayu

Peter William Manoli

Jeffrey William Marsh \*\*

Katherine Fisher Marshall

Elizabeth Ann Marston

Max E. Martin

Blake J. Martinez

Nicole Brianna Massa \*

Nicole Jane Maxwell \*

Emily McDonough

Cassidy Jane McElhinney

Steven Mark McGillis, Jr.

Samantha Ann McGinn \*

Declan McMahon

Sean Joseph McMahon

Patrick Vaughan McQuillen

Gillian Eleanor McTague \*

Sean Robert McWilliams

John D. Medeiros

Cory Preston Meehan \*

Ashley Claree Melo

Liat Mendel

Neidy Siera Mendes

Stephanie Nicole Milona

Denis Aleksandr Minevich

Richard John Mingoelli

Sofia Rebeca Molina

Fiona Sinead Moore

Kiya Kayleese Moore

Ryan Katherine Morreale

Jack Lyman Morrison \*

Danielle Heather Movitz \*

Calla Elizabeth Murphy \*

Hailey Michelle Murphy \*

William John Murphy

Xander Gosse Mury \*

Alex Justin Muto

Olivia Joyce Muto

Alexander Robert Nardone \*

Ari Jacob Nass

Paul Yuhan Neilan

Samuel Morris Sherman Siegel \*\*

Erica Marie Sinanian

Cole Michael Sirafos \*

Tara Isabel Sivak

Margret Maryann Slamin \*

Jacob Slotnick

Connor Arthur North Smerdon

Samuel Joseph Smith

Benjamin Joel Snyder

Kerestina A. Sobhy

William David Soens \*

Owen Nicholas Sorber \*\*

Olivia Grace Sorensen \*\*

Anthony Lawrence Spinazola

Connor James Spurling

Joseph William Spurling

Savannah Taylor Steinberg \*

Toni Marie Sterling \*

Sophie Victoria Sternick \*\*

James David Sudkin

Stella Yuri Sung

Sarah Catherine Hope Takasaki #

Grace Kathryn Tatian

Maria Tawfik

Kyle Matthew Thistle-Pierce

Joel Thomas

Thien Minh Tran \*\*

Rowen Trask \*

Melina Ann Troccolo

Nicholas Michael Troccolo \*

Maria Ann Trofimow \*

Rebecca Jean Tulman \*

Austin G. Twiss \*

Meghan Christina Uluski

Sophia Lisandra Valdez

Deja R. Vidal

Tyler Rose Walker

Guangchen Wang #

Caley Brianne Ward

Michael Philip Weigel

Evan Benjamin Weinberg

Cody Jayden Werther

Thomas Seth Wester \*

Kimberly Lynne Whelan

Kyle Scott Whitecross #

Eva Margaret Williams \*

Tytiana Shauntae Williams

Matthew Robert Wilson

Kaitlyn H. Wong \*\*

Jarod B. Woo

Jahdiel U. Woodford

Camryn Rose Woods \*

Jack Marley Woodsum

Cole T. Wright

Jenna Alterman Wright \*

Fan Yang

Emma Dunton Yanovitch \*

Hongbo Yuan

Carly Bella Zackon

Mengyu Zeng

\* National Honor Society Member

# High Honors every term, all four years



## AUDIT ADVISORY COMMITTEE

The Audit Advisory Committee, as authorized under Article 23A of the Town of Natick By-Laws, serves as advisor to the Board of Selectmen with respect to the town's internal auditing, financial systems and independent annual audit. The committee is comprised of one representative each from the Board of Selectmen, the School Committee, the Finance Committee, and two at-large members appointed by the Board of Selectmen.

The current members of the committee are: Jonathan Freedman (Board of Selectmen representative), Philip Rooney (Finance Committee representative), and Saul Berelowitz (at-large member), Cathleen Collins (School Committee Representative) and Reginald Leese (at-large member)

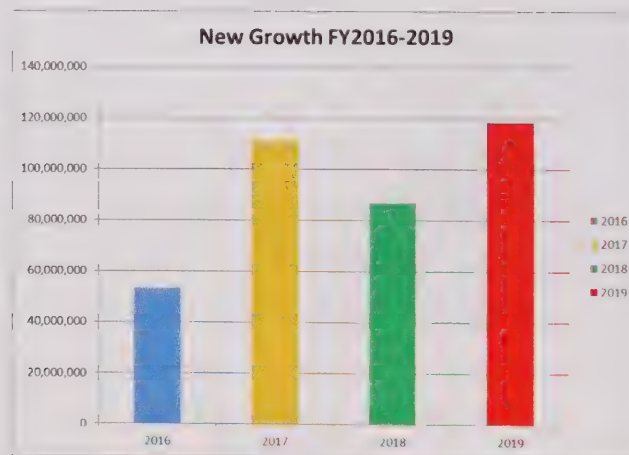
During the year, the committee focused on matters relating to the Town's annual audit and auditor, a special audit of town and NPS accounts, with discussions relating to third party payments made to credit granting higher education institutions.

## BOARD OF ASSESSORS

The Board of Assessors respectfully submits its annual town report for 2019. The Assessors Office is responsible for the assessment of Real Estate, Personal Property, Motor Vehicle and Boat Excise taxes. We strive to provide fair assessment practices and equity throughout the community.

Under the guidelines of the Department of Revenue and Massachusetts General Laws, Chapter 59, the Assessors are required to assess property at 100% full and fair cash valuation. Based on market conditions, Natick's values continue to increase. This is evidenced by the average single family value increasing from \$570,732 to \$613,133 and the overall taxable value of the Town increasing over \$500 million dollars to \$8,763,326,170 from \$8,229,002,220. The robust market has also brought increased development which has resulted in new growth of \$118,404,995 in assessed value or \$1,545,185 in added tax dollars. The FY19 tax rate was finalized at \$12.71 per thousand, a \$0.34 decrease from the FY18 rate of \$13.05. The Assessors office staff has been busy conducting inspections on permits and sales. In addition, the staff continues the cyclical inspection program as required by the Department of Revenue. We would like to thank the residents for their cooperation and support.

New Growth (FY2017 to FY2019):



During FY19, the Assessors completed a certification year audit along with updating our real estate assessing software. The software update was done in-house and replaced an outdated legacy system. Our website was updated and property data was fully integrated with our GIS site. The new site now includes the official property record card which was previously unavailable without an office visit.

The Assessors continue to promote and administer tax assistance programs for various eligible taxpayers including senior citizens with low income or assets, disabled veterans, and blind individuals.

FY19 Exemptions Granted:

EXEMPTION	# OF RECIPIENTS	TAX DOLLARS EXEMPTED	EXEMPTION	# OF RECIPIENTS	TAX DOLLARS EXEMPTED
CI 17d Elderly, Surviving	31	\$ 8,408.75	CI 37 Blind	34	\$ 26,350.00
CI 22(a-d) Veteran	101	\$ 62,620.00	CI 41C Elderly	39	\$ 60,450.00
CI 22C Veteran	1	\$ 2,325.00	SENIOR Work Program	39	\$ 55,476.00
CI 22D Veteran	2	\$ 11,878.77	CI 42	2	\$ 15,743.87
CI 22E Veteran	22	\$ 34,100.00	CI 41A Tax Deferrals	18	\$ 86,181.39
CI 18 Hardship	2	\$ 3,100.00	<b>TOTALS:</b>	<b>291</b>	<b>\$ 366,633.78</b>

In FY2019 the Assessors committed the following for collection:

Motor Vehicle Excise Tax:	\$ 6,081,378.28	37,057 Bills
Real Property:	\$ 109,459,257.18	13,524 Bills
Supplemental Tax (Real Property):	\$ 1,025,565.07	91 Bills
Personal Property:	\$ 1,922,618.69	1,823 Bills

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. Assessment data and information and applications/forms are available on our web site [www.natickma.gov/303/assessors](http://www.natickma.gov/303/assessors). The Assessor's Office Staff is committed to providing excellent customer service and being available to answer questions and address concerns.

## COMPTROLLER

It is with great pleasure I submit this annual Town report for the fiscal period July 1, 2018 to June 30, 2019 in accordance to Massachusetts General Laws Chapter 41, section 61.

The Department is charged to comply with Massachusetts General Laws for municipal finance and maintain the official financial records of the Town. The department is responsible for processing the payments and payrolls, revenue recording and tracking, maintaining the Town's general ledger, financial reporting for various state and federal agencies, and certifying the free cash.

All invoices and payrolls presented by Town Departments were examined for their accuracy and compliance with state law prior to payment. We have processed 25,900 invoices and biweekly payrolls for 2015 full and part time employees.

The yearend reports were file with the State agencies for the certification of free Cash. For the Fiscal Year ending June 30, 2019, the free cash has been certified at \$6,101,910.

Attached are the financial documents of Tax Rate set up, yearend balance sheet, yearend expenditure and revenue reports, special revenue funds, capital projects, enterprise funds, trusts and agency funds. Also attached is the list of Town's Debt and cash reports.

The year very busy with the implementation of new software modules.

The quote and discussion started in October 2018. After long discussion, dealing and negotiation finalized the contract with MUNIS with savings and discounts of 33% of the cost and related saving on a yearly cost. Approx. savings of \$60,000+. The data analysis started in March 2019. Currently, we are implementing 11+ MUNIS modules.

The new modules are:

- **Real Estate and Personal Property Receivables:** We send about 15,000 Real Estate tax bills 4 times a year for about \$120 + Millions. This module will help us preparing and processing Real Estate bills, collection, Receivable tracking and more important in balancing the records. This would save us time in duplication of efforts and will provide us with better financial controls.
- **Tax Title Tax Deferral:** Ease of tracking properties in Tax title and also adding new parcel to the list of Tax Title and Tax Deferral.
- **Special Assessment:** Keep track of Apportionment of the Assessment for the entire duration and convenient way to apply to the Real Estate bills when needed.
- **Motor Vehicle Excise and Boat Excise:** We send about 40,000 excise bills. We receive the data from the Registry of Motor Vehicle. We send the bills, track and balance receivables.



- **Utility Billing:** From the information of Water and Sewer meter readings, the system calculates and converts data in to of bill, keeping track of the receivables and balances.
- **Customer Self Service:** This modules offers the convenience to the Citizen of reviewing and paying bills from the comfort of their home. Also allows citizens to access the prior years' information.
- **Employee Self Service:** Employee Self Service module enable employees with their pay stub w2 deliveries and, employees' personal and time off information.
- **Tyler Cashiering:** To use a calculator and hand writing on a paper is our current method in collecting millions of dollars of cash, this Tyler cashiering system will unable to use Point-of-Sales method. This would help in reconciling and reporting daily collection. This will be not only with the Treasurer Collector's office but will be offered to various Town departments.
- **TCM:** Enable us to view all .pdf documents, attachments, purchase orders, Paystubs, W2, 1095 and revenue documents.
- **Police Detail:** Sending the Detail bill in conjunction with the payroll system. As we process the payment to the Officers, the system will create an invoice to collect the funds. This will allow us to properly account for all the services provided. Saves time and provides accuracy.

The yearend 2019 financials have been audited by CliftonLarsonAllen PC. Additional notes to the general purpose financial statements may be viewed in the office of the Comptroller.

### FINANCIAL PLANNING COMMITTEE

The Financial Planning Committee was formed by the Board of Selectmen to promote collaboration, information sharing, and the development of short- and long-term recommendations relating to the Town's financial condition. The committee's overarching objective is to develop short and long range forecasts for revenues and expenditures, and to develop strategies for meeting any projected budget shortfalls. Ideally, through a collaborative and cooperative process, members will achieve unanimous agreement on forecasts and strategies and will advocate for agreement with their respective board or committee.

The committee is comprised of two representatives each from the Board of Selectmen, the School Committee, the Finance Committee, as well as the Town Administrator and the Superintendent of Schools. Committee membership at the end of 2019 consisted of:

Board of Selectmen representatives: Jonathan Freedman, Karen Adelman-Foster

School Committee representatives: Julie McDonough, Cathleen Collins

Finance Committee representatives: Patrick Hayes, Linda Wollschlager

Town Administrator: Melissa Malone

School Superintendent: Anna Nolin

During the year, the committee discussed a variety of matters, including those relating to budget planning expectations, timelines, common terminology, processes and methodologies, and financial indicators. The committee also reviewed FY 2019 budget vs. actuals, and factors expected to impact future fiscal year budgets.

### SENIOR PROPERTY TAX EXEMPTION STUDY COMMITTEE

The Board of Selectmen appointed a seven member Senior Property Tax Exemption Study Committee at the April 29 and May 13, 2019 board meetings: the Director of Assessing, Eric Henderson; the Director of the Council on Aging, Susan Ramsey; a member of the Board of Selectmen Sue Salamoff and 4 Citizens at Large: Robert Caplin, Andrew Eschtruth, Patricia Sciarra and Richard Tresch. The study committee has met 6 times since May 30<sup>th</sup> 2019.

The charge to the committee is to research and analyze the feasibility and the impact on the Town of Natick pursuing the adoption of a Senior Property Tax Exemption to lower the property tax of seniors who meet certain income, residency, and eligibility criteria for an annual property tax that is capped at a percentage of their annual income, or other property tax relief initiatives.

Proceeding with its research and identification of the issues, the committee members concluded that the Town of Natick can take some initial steps to assist its seniors and enhance the committee's ability to analyze the town's options. We recommended and the Board of Selectmen supported the following:

1. The committee will develop a campaign to build awareness of current Natick Tax Assistance and Deferral Programs, as well as the Massachusetts Senior Circuit Breaker Tax Relief Program.

The Committee promoted Tax Assistance programs in a newsletter with the 3rd quarter 2020 Real Estate Tax Bills and in the January-February Senior Sentinel that is mailed to over 3000 residences that have an occupant 60 years of age or older. In January 2020, the Town plans to mail to every household the updated Services & Savings Summary of Assistance Programs that includes Tax Assistance information.

2. A warrant article for the Fall Annual Town Meeting October 15, 2019 to increase the gross receipts for eligibility for the Property Tax Deferral Program and tie future income limit increases to the state's Senior Circuit Breaker Tax Credit guideline single non-head of household limit.

The committee proposed an increase of gross income from \$56,000 to \$58,000, Natick last raised the limit to \$56,000 effective July 1, 2016. The updated Warrant Article 14 was adopted at the 2019 Fall Annual Town Meeting.

In 2020, the study committee will continue its research and evaluation of means-tested tax exemption programs. It is considering who to assist (income, age, and length of residency) and how to provide the financial assistance. The establishment of need, fairness, affordability and how the Town programs interact with the Massachusetts Circuit Breaker Program are all factors to be considered in the study.

In addition, the committee will continue to promote Tax Assistance opportunities for Natick seniors.

## TREASURER/COLLECTOR

The Treasurer/Collector's Office is responsible for the billing, collection and investing of all monies due to the Town. Collections include but not limited to Real Estate, Personal Property, Motor Vehicle Excise, Boat Excise Taxes, Parking Ticket Fines, Water and Sewer Billings, Pay as you Throw Trash Bag Program, Federal and State Reimbursements and grants along with many various Department Licenses, Fees and Permits. The staff in the Treasurer/Collector's office continues to work diligently to serve the citizens of Natick daily. This year, our staff demonstrated a true testament to their dedication, knowledge, experience, and their willingness to happily serve town residents in person, at the collector's window or via telephone. Our dedicated staff has kept this town and its Finances sound through 2019.

The Treasurer/Collector's Office collected the following tax totals for fiscal year 2019.

Real Estate - \$109,244,885.20  
 Personal Property - \$1,909,068.54  
 Motor Vehicle Excise - \$5,635,525.14  
 Water/Sewer - \$14,264,667.77

Once again, in 2019, Standard & Poor's Rating Agency Affirmed Natick's rating as "AAA", as well Fitch rated Natick as "AAA" which is the highest rating attainable. The rating is a testament to the Town's, credit, financial, economic, budgetary and strong Financial Management practices.

The Treasurer/Collector's Office continues to strive to improve services for our taxpayers, by automating collection processes to include online tax and utility payment services as well as lock box payment processing. We have begun the process of converting our Collection software, which will help offer, more conveniences for the residents of Natick.

I would like to thank the dedicated staff of the Treasurer/Collector's office for their service to the Town of Natick throughout the year. Everyone was diligent in their efforts through staff shortages and the preparation to begin the process of our software conversion before the first 2020 Motor Vehicle Excise billing in February 2020 to ensure payment posting, water/sewer billings and customer needs are met.

Sarah Nguyen, Cathy Phillipson, Barbara Rodriguez, Meghan Hennigan, Peggy Spencer  
 Our called back Retiree always willing to help when needed Tina Pilla



## BOARD OF HEALTH

## STAFF

Director of Public Health – James M. White, Jr.  
 Senior Environmental Health Specialist – Michael K. Boudreau  
 Environmental Health Agent – Jane M. Anderson  
 Sanitarian – Jessica R. Cliff  
 Public Health Nurse – Leila J. Mercer  
 Substance Prevention & Outreach Program Manager – Catherine Sugarman  
 Executive Assistant – Jean M. Cotter  
 Administrative Assistant – Ingrid C. Fosberg

The Natick Health Department continues to be a resource for the community by meeting the diverse health needs of the Town. This includes communicable disease, environmental contamination, substance use disorder, prevention strategies and state mandated responsibilities.

## Communicable and reportable diseases reported in 2019:

Babesiosis	3	Lyme Disease	54
Borrelia Miyamotoi	5	Mumps	1
Campylobacteriosis	7	Norovirus	4
Cryptosporidiosis	1	Pertussis	1
Cyclospora	2	Salmonellosis	5
Dengue Fever	3	Shiga Toxin-prod E. Coli	1
Enterovirus	1	Shigellosis	2
Giardiasis	1	Varicella (Chicken Pox)	4
Group A Strep Invasive	3	<b>Influenza (Lab Confirmed)</b>	
Group B Strep Invasive	1	Type A	98
Hepatitis B	13	Type B	17
Hepatitis C	18		
Human Granulocytic Anaplasmosis	6	<b>TOTAL</b>	<b>251</b>

During the flu clinic season, the Public Health Nurse, volunteers and School Nurses administered 1,506 doses of flu vaccine. This included the Annual Board of Health Clinics held for the residents of the community, Town Employees, Town Retirees, as well as school based clinics held at Natick High School, Wilson Middle School, Kennedy Middle School and a family based clinic at the High School on October 29. The immunization program also included 290 other various additional pediatric and adult vaccinations in 2019.

The Public Health Nurse reported a total of 533 office visits for services, evaluations and blood pressure checks, conducted 303 home and field visits for contagion or community health assessments; resulting in 118 referrals to private physicians and/or state agencies. Included within the services noted above was a very noticeable increase in the Tuberculosis Control Program. Whereas, in 2018 there were few cases requiring minimal oversight compared to a 75% increase in active or latent cases requiring an increase in monitoring from 6 home visits to 168.

The Environmental staff conducted 1,170 inspections on 453 various permitted food establishments and 4392 other inspections, investigations, plan reviews and consultations relevant to environmental sanitation for a total of 5562. The additional 34 food permits and 11% rise in inspections represents the largest single year increase above any previous year for the Environmental Inspectional Program. Though we continue to meet the state mandate for food service type inspections for the third consecutive year, the rise in demands in other areas of responsibility of the staff is making it increasingly more difficult to meet those state mandates.

The department reviewed 920 reports for asbestos removal, pre-demolition pest control inspections, Title 5 inspections, building applications, grease trap and septic system pump outs; reviewed and corresponded on 92 Planning Board and Zoning Board of Appeals cases; issued 11 wildlife and mosquito emergency waivers and 70 quarantine notices by the Animal Inspector. In addition, the staff issued and/or approved 1,771 various permits.

On May 4, 2019, we hosted our 33<sup>rd</sup> Annual Household Hazardous Waste Day where 260 residential household took part in disposing of their materials in an effort to protect our environment. Natick continues to participate in the multi-community reciprocal collection program sponsored by Department of Environmental Protection. We did have several residents from other communities dispose of

## HEALTH AND COMMUNITY SERVICES

their waste during our collection day and it was reported many Natick residents were able to attend other community's events as well. This past year there were 11 participating communities registered in the program allowing additional options for their residents. As mentioned in previous annual reports, building projects both large and small continue moving at a torrid pace. Several large projects have been completed in 2019 including The Avenu and Residence Inn on Speen Street and Exponent on Route 9. The townhouse development at West Central and Stacey Streets, where DeRosa's Florist was once located, is in the final stages of completion. Other projects, Kennedy Middle School, West Natick Fire Station, Subdivisions at McHugh Farm and Windy Lo are currently under construction. The process of demolition and re-construction of single-family homes has not showed signs of slowing down. We will continue oversight of the drainage, aquifer protection and recharge of these sites when applicable.

Annual receipts to the department totaled \$257,741.76. From that total, \$226,078.75 was deposited into the Town's General Fund; the remaining \$31,663.01 was deposited into the following designated Board of Health Accounts: Immunization Revolving \$22,263.01, Tobacco Revolving \$4,600, Prevention & Outreach Gift Fund \$4,800.

An issue of epidemic proportions that has arisen to the forefront of public health has been the sharp increase in vaping of tobacco and marijuana products, especially with our youth. Every community and school system is struggling with this problem. With the addictive nature of the products, it has been documented that vaping can cause lung and respiratory distress and in some cases death even with minimal and short term use. Governor Baker and the Department of Public Health have taken a hard stance to protect our youth in regards to vaping, which we fully support. Natick has been chosen to participate in a piloted vaping cessation training program for school and public health personnel provided by UMass Medical Center Worcester. If successful, this may become the model program for Massachusetts. With the assistance of the MetroWest Health Foundation, we also have been collaborating with neighboring communities in an attempt to approach this from a regional standpoint.

With funds provided through the Federal Drug Free Community Grant, the Board of Health has added two positions to the Substance Prevention & Outreach Program: Nina Levine, Associate Project Coordinator and Astrid Dretler, Assistant Project Coordinator. The program has continued to expand services and resources into areas with the greatest needs. The Program originally consisted of two entities, Natick Together for Youth and the Opioid Task Force. Over the past year, the two entities have been merged into one and re-branded as Natick 180. With the assistance of a web design consultant, a new Natick 180 website has been developed which provides an abundance of resources to a wide range viewers seeking information on substance use, outreach, treatment and group support. A complete report can be found under the Substance Prevention and Outreach Program annual report.

Senate President Karen Spilka has again provided the Town of Natick with a generous Earmark grant to assist in funding all aspects of substance prevention, public health and veteran services. These funds will be utilized to offset some of our annual services such as the used pharmaceutical and sharps kiosks, Narcan supplies for our first responders and the Health Department's Narcan distribution program, adult and student speaker series, youth substance diversion sessions, vaping session programs and veteran support.

The Board of Health has drafted and approved several new local regulations over the last several years to address emerging public health concerns and community needs. Beginning in 2020, the Department will start the process of reviewing our existing local Board of Health Regulations to determine which are antiquated or in need of revisions and take the appropriate steps to update the regulations accordingly.

## MEDICAL RESERVE CORPS

The Natick Medical Reserve Corps (MRC) was established in 2006 and operates under the direction of the Natick Board of Health (BOH). As of December, there were approximately 150 volunteers including 12 high school students who comprise the Junior MRC. The MRC Executive Committee (EC) meets approximately monthly at various locations in Natick.

Highlights of 2019 included the following

- Annual sheltering drill with annual meeting of general membership took place in April at the Natick Community Center.
- Numerous local training opportunities, including CPR-AED through the Fire Department and a seminar by the Massachusetts Medical Society were offered.
- Partnered with the Framingham MRC in May to provide a first aid tent at the annual American Cancer Society's Relay for Life in Natick. The MRC has supported this event for the past six years.
- Provided recruitment and general information at the MRC table at Natick Days in September.
- Participated in an Emergency Dispensing Site (EDS) exercise during a public flu clinic. Volunteers also assisted at two other public flu clinics with some medical personnel providing vaccinations and other personnel providing crowd control and assisting residents filling out the vaccination form.



- The MRC was deployed twice this year.
  - Stand by for Boston Marathon
  - Natick Mall Emergency Preparedness Drill
- The Junior MRC has grown over the past nine years under the mentorship of Executive Committee member Kathy Sasanoff. The students had a tour of the Massachusetts Emergency Management Bunker (MEMA) in Framingham. They also participated in the Natick Mall Emergency Preparedness Drill

### COUNCIL ON AGING

March 15, 2019 marked the 50th anniversary of the Council on Aging (COA). From its early beginning as a drop in center at Sherrill Hall (Episcopal Church in Natick) to its current location at the Community-Senior Center the COA has unwaveringly served the needs of those aging in Natick. Programs, events and services are robust, creative and accessible.

The Council on Aging's continued success is due to its talented staff, dedicated Council on Aging Board of Directors, extraordinary corps of volunteers and generous community partners. Notable accomplishments during 2019 included:

- Launched new programs including evidenced based Powerful Tools for Caregivers; Caregiver Support Group and Alzheimers Support Group: both groups help family members take care of themselves while caring for a loved one; Let's Talk Natick, which increased community conversations with programs focusing on palliative care, health care proxies and advanced directives; the Natick Senior Energy Grants, in coordination with the Town's Sustainability Coordinator, to provide seniors with volunteer assistance and up to \$500 to support participation in the MassSave home energy efficiency program, and our Go Green initiative to encourage our newsletter recipients to receive the newsletter electronically to save resources; drop-in Pickleball, cooking classes; ukulele lessons; 2 new exercise programs: Qigong and Stretch, Strength and Tone; revitalized our monthly TED Talks Lunch and Learn series.
- Continued several community programs including: our seven-year intergenerational collaboration with Olin College's Engineering for Humanities class; water aerobics classes with Longfellow Health Clubs; the 50+ Job Seekers Regional Networking Groups with a grant through MCOA; the Ellenbogen Assistive Technology Center through a partnership with the Massachusetts Association for the Blind and Visually Impaired; monthly book groups with the Bacon Free Library; talks with the Natick Historical Commission; a collaboration with Councils on Aging in Framingham, Hudson, Marlborough and Northborough to provide outreach and host programs for the Lesbian, Gay, Bisexual & Transgender community and allies.
- Hosted local personalities Harvey Leonard, WCVB Meteorologist, and Dan Kennedy, from Northeastern University and WGBH, again at our Center and an international one, with Canadian folk singer Lucie Blue Tremblay, who played at our Center in October.
- Celebrated the COA's 50 th Anniversary in March of 2019 with Senate President Karen Spilka, Rep. David Linsky, Town Administrator Melissa Malone, Select Board members Mike Hickey & Sue Salamoff. In addition to morning brunch held for 75 people, festivities were held throughout the day to highlight the COA's various programs offered at the Center.
- During 2019 over 31,500 units of service were provided to 3,145 seniors; 460 volunteers delivered 16,058 units of service.

We look forward to seeing you at the Community-Senior Center in the coming year. Join us to explore new interests, meet up with friends, and/or share your expertise. On behalf of the COA staff and board members – Happy New Year.

### BOARD OF THE COUNCIL ON AGING

The Board of the Council on Aging (COA) is an advisory body with responsibility for advising and supporting the Director of the COA and helping to establish and review the department's objectives and activities. The Board also represents the concerns of Natick's senior residents and advocates on their behalf with the town's elected officials.

This year the Board welcomed several new members to fill vacancies, bringing Board membership up to 10 (out of 11 possible slots); and the Board appointed two associate members with prior experience as full members to ensure a balance of new perspectives and experience. Most Board members bring their own specialized skills and knowledge from conducting research or delivering services to benefit seniors, along with first-hand observations from participating in COA-sponsored activities.

The Board meets monthly (typically on the second Monday of each month). The meetings are open to the public and citizens with information to share or specific concerns are encouraged to attend.

## HEALTH AND COMMUNITY SERVICES

The Board's work outside of monthly meetings often takes place through subcommittees or work groups. Currently, these include housing, transportation, governance, nominating, executive, and continuing education.

During the past year, notable board activities included the following:

- \*hosting guest speakers at board meetings to educate board members on a variety of topics. These included the activities of the Governor's Council to Address Aging in Massachusetts; a new Natick COA initiative (*Let's Talk, Natick*) that promotes dialogue between seniors and their family/friends about end-of-life wishes; and the wide array of human services needs handled by the town's social workers.
- \*participating and supporting town government activities that affect seniors. These activities include direct participation in town meeting (3 Board members are town meeting members) and serving on a new senior tax exemption study committee (the Board's director and the COA director are both members). This latter group recently sponsored an article supported by the full COA Board -- and approved by fall Town Meeting -- to broaden access to the town's property tax deferral program for senior homeowners.
- \*connecting with other boards and groups. The COA Board has long maintained liaisons to Baypath Elder Services, the Friends of the Natick Senior Center, and Commission on Disability. Given the growing importance of affordable housing options for seniors, the Board recently added a liaison to the Natick Affordable Housing Trust.
- \*improving educational outreach to Natick seniors. The most prominent example was the formation of a temporary work group consisting of board members and the COA director to help redesign *The Sentinel*, Natick's flagship publication for seniors that is full of news and information relevant to the community. This task was completed quickly and efficiently, with the redesign completed by the end of the year. In tandem with the redesign, the Board has provided advice and support to a COA effort to encourage *Sentinel* recipients to switch to electronic distribution -- this Go Green campaign will both save money and help the environment. Another example of boosting outreach is the work of the Board's transportation subcommittee, which collaborated with the COA to develop a new brochure to publicize key transportation resources available to Natick seniors. The full Board also offered suggestions on how to distribute the brochure.
- \*volunteering for COA-sponsored events. Board members often get directly involved in the COA's many activities by serving as volunteers for a variety of occasions, such as an annual holiday party, Natick Days, and -- this year -- the 50<sup>th</sup> anniversary celebration of the COA itself.

## HUMAN SERVICES

The mission of the Human Services Division is to provide a safety net for Natick residents of all ages through the provision of information and referral, supportive case management, and by actively working to strengthen interrelationships among area service providers.

Our social work team provided Information and Referral and case management services to 730 Natick residents in 2019 accessing \$ 75,611 to support resident's critical needs, assisting residents with navigating the complex array of benefit programs, and advocating on behalf of those in need to ensure access to safe housing, healthful nutrition, medication, transportation, health insurance, utilities, and other services.

We offered two new support groups this year including a Caregiver Support Group facilitated by our staff social worker, and a support group for those caring specifically for a loved one with Alzheimer's/dementia. We continue to offer bereavement support and partner with the Council on Aging to provide the eight week "Powerful Tools for Caregivers" program.

### Notable Initiatives

We launched the Natick Resource Line, a service to help residents find the resources they need such as: financial assistance, transportation, childcare, veterans' services, after-school activities, legal services, access to health care, crisis intervention, food/clothing/shelter, counseling, support groups and elder services.

We collaborated with the Department of Public Works for the third annual Bulky Waste Collection Day for low-income seniors. This initiative has helped ease the cost of the Bulk Pick-Up for low income seniors and also helps to declutter homes which has a positive impact on fire safety, fall prevention and accessibility of many elder households.

New outreach efforts included on-site availability at two senior housing sites, Cedar Gardens and Sherwood Village and a partnership with the Natick Housing Authority to provide on-site assistance.

We continue to enroll elders and disabled adults/those in need in our emergency Care and Prepare Program. Due to the mild winter, we had only one system activation but we continue to distribute LED lanterns to program participants which are very useful in the event of a power outage.

The Inter-Disciplinary Team/Natick Community Task Force met quarterly and members received active shooter training presented by the Natick Police Department, a presentation by Advocates, Inc. on significant mental health issues and professional interventions, and



a training on Let's Talk Natick, a new initiative for emergency and advance care planning. The task force continues to address issues such as emergency preparedness, homelessness, fire safety, hoarding and other issues facing vulnerable Natick residents.

### NATICK COMMUNITY ORGANIC FARM

#### Production

- The Farm made 175 gallons of maple syrup. We moved more production beds into no-till management, leveraged our Apprentices to manage the gardens, and purchased a flail mower to control larger weeds. Our floral team produced several stunning weddings and created strong value-added holiday products including wreaths and sachets.
- Our livestock continued to be our number one draw of farm visitors. Our sows delivered two litters of summertime piglets to the delight of the kids in our summer programs. Copper, our cow, gave birth to a fine baby girl calf, Verdigris spoons, on November 4 (date?).
- We began sending our stock to local, humane-, halal- and USDA-certified processors, providing our meat-eating customers a wider range of exciting products in new flavors and better packaging, and meat CSA shares.

#### Operations

- Fourteen local teens on our Teen Work Crew, including two students from Keefe Vo Tech, completed renovations to our sugarshack, their wage paid by the funds raised by our four intrepid 2019 Boston Marathon Charity runners.
- Two Eagle Scouts built information stations and an animal shelter.
- We became an official SNAP site and switched to a more customer-friendly online-registration system.
- We revised our farm program scholarship policy and set up a new Farm 5 K to fund it.

#### Education & Volunteering

- Education continues to be the farm's number one crop.
- We added an early morning drop off program for kids at Memorial & extended day to meet the needs of working families.
- And offered a well-attended homeschool program for middle-schoolers.
- Every student in fourth grade in Natick Public Schools grade participated in the Farm's Rocks to Soil: How geology Builds a Farm
- Every child at Ben Hem in grades K-4 came for hands-on, curriculum-based lessons.
- Our education team developed a traveling, Farm program for daycares and a new sugaring/ farm tour program which will debut during sugaring season 2020.
- Our summer programs had their highest enrollment in five years.
- We strengthened our summer offerings by adding a program for 4-7 year-olds to spend more time playing in the woods, and integrated our Apprentices as Assistant Teachers

#### Goals for 2020

- Convert wash station into floral workshop
- Continue apprentice-run pop-up market at Community Senior Center
- Expand NCOF-Keefe Tech partnership.
- Green up the electricity in the farm house and rewire the chicken coop.





## RECREATION & PARKS DEPARTMENT

The Natick Recreation & Parks Department had a busy and impactful year of programming, capital projects and special events. We continue to offer a variety of programs for all ages and increased our offerings by 78 programs. With our department only receiving twenty-five percent of our operating costs from town funds, we partnered with a number of community organizations who were instrumental to the special events and public offerings. Donations and Sponsorships of \$54,518 allowed families & neighbors to get together during our free special events, summer concert series & movies on the Town Common.

The division's major undertakings were the renovation projects of two well-known parks. The old East School Park and the previously named Navy Yard Park have undergone major transformations. These popular enhancements were made possible through the outpouring of support and design input from our community staying involved.

Our diligent and dedicated team worked endless hours to move our Camp Woodtrail out of the Kennedy Middle School while it is under construction. Each week of summer, over 400 of our Natick youth were able to attend Camp Woodtrail without any interruption in programming and our staff received numerous amounts of praise for the success of the relocation.

The division continues to work closely with local organizations and various 501(c) 3's to help reduce costs to our residents. Due to the diligent efforts of the Natick Service Council; the Recreation & Parks Department donated over \$60,000 worth of program services to nearly 150 Natick residents in need.

We continually feel the effect of the volunteerism trend being on the decline, however, our 451 volunteers provided 20,728 hours giving back to the community they call home. Equate those hours to the Massachusetts published figures for calculating the value of a volunteer, it is slightly over \$666,400 in salaries saved through volunteer service.

Through the input of our community, we are working towards many initiatives to enhance our public offerings to our residents in 2020. We are strong advocates for a new recreation center, we are creatively working towards enhancements to playgrounds, parks and courts, we are in the front lines providing after school services once the dismissal bell rings and we are actively involved with our residents trying to accommodate the latest trends. In addition to the enhancements to our offerings, we continually work with administration to innovatively overcome the decrease in volunteerism and sponsorships in conjunction to our limitations and restrictions to full & part time staffing.

We want to thank our Recreation and Parks Commission as well as our fellow departments for their efforts throughout the year. Public Works, Police, Fire, Facilities Maintenance, Community Development, Board of Health, Human Resources, Finance and the School Department who all support us in providing the high level of service to the residents of Natick.

## RECREATION & PARKS COMMISSION

The Natick Recreation and Parks Commission had a busy, challenging and rewarding year. It is our responsibility and pleasure to work with the Director and Staff to help make decisions that affect the lives of countless residents of Natick and the surrounding towns that take advantage of our programs.

Program Offerings	FY 16	FY 17	FY 18	FY 19
Adult	54	40	42	45
Preschool	78	72	67	78
Special Needs	94	113	128	123
Youth	178	171	177	218
Teens	NA	NA	63	91
<b>Total Offerings</b>	<b>404</b>	<b>396</b>	<b>477</b>	<b>555</b>

Among the highlights of our year were the successful return of Camp Arrowhead to the newly renovated building on the shores of Lake Cochituate, the near completion of the Navy Yard and East Park renovations and the purchase of new lights to beautify our Downtown during the Holiday season.

The Commission sponsored an Article before Fall Town Meeting seeking support of the acquisition of 4.2 acres of land in order to increase the amount of Open Space in our town. Although Town Meeting voted not to support that effort, we will continue our quest

## HEALTH AND COMMUNITY SERVICES

to enhance our open space and parks within Natick. We look forward to another busy year that will see potential changes in South Natick at Grove Park and possibly the Multi-use park as well.

### SASSAMON TRACE GOLF COURSE

The 2019 golf season had average weather for the year. Play was significantly more than the previous year, which had poor weather.

In 2019, 31,251 rounds were played. There were 198 Season Ticket holders in 2019. Natick residents account for 90% of all season ticket holders. The average ticket holder plays 37 rounds per year. There were 64 adult, 42 junior, and 92 senior Season Ticket holders in 2019.

Sassamon Trace offers five recreational golf leagues. The Tuesday Evening Men's League has over 90 players. The Wednesday Men's League has over 60 players. The Tuesday Morning Junior League has 37 juniors. There are also two women's leagues, one on Wednesday mornings and the other on Thursday evenings and combined they have over 170 ladies. The major event each year is the Club Championship. The Club Championship this year was won by Dave Chiaffone of Natick. Ted Thorsen of Natick won the Senior Division. Cheryl Carlson won the Women's division. Sassamon Trace is also the home course to the Natick High School and Dover-Sherborn Varsity Golf Teams.

The golf course was able to undergo several major additions thanks to town meeting authorizations. The first was the purchase of a grinder for maintenance. This will allow the staff to sharpen reels in house more often, which will increase quality of conditions. It will also save money over its life span verse subbing the grinding out. The second was bunker sand, which has been well received by customers. The third will be a new maintenance cart to replace one that was breaking down.

Eric Fontaine was hired mid-season as the new superintendent. He has maintained excellent conditions as well as doing the bunker renovations.

The Sassamon Trace Supporters Association is a 501c3 organization that began in 2006. This year the STSA contributed over \$1,600 in support for expenses such as releveling a tee box.

The Golf Course Oversight Committee is composed of five Town appointed residents that meet on the third Thursday of the month at Sassamon Trace and the public is invited. Posting of time and date are found on the Town's online public meeting calendar and the entry lobby bulletin board at Town Hall. The Golf Committee works with Golf Course Management to review policies and procedures develop new revenue opportunities and identify cost saving measures.

### VETERANS' SERVICES

Veterans' Services is responsible for addressing the unmet needs of Natick Veterans and their dependents. Through our advocacy, we help to ensure that our service men and women access the support, benefits and services they need.

A central role this office plays is to assist our Veterans with filing for and receiving state and/or federal benefits due them. Our efforts result in the acquisition of cash and/or medical awards that in the case of the state are reimbursed in a cost-sharing agreement with the Town in which the state pays 75% and the town 25%. Without this important partnership, the Town of Natick would be obligated to cover 100% of those costs. The following outlines a three-year history with regard to the acquisition of Chapter 115 (state funds) on behalf of Natick Veterans and their dependents: This year we are ahead in our budgets. This is due to a number of reasons, death being the number one factor. The second is securing VA benefits that brings the client over income. Alternatively, we help the veteran or client get employment. Since our clients are living longer, a new category is they are being unable to live on their own and in need of assisted living or Nursing Homes. This makes them not eligible for these benefits.

This office also processes VA claims directly with the VA. Being a VA National Service Representative allows me to do this. We have generated over \$10,000,000.00 since March of 2010.

There are times when these awards will allow our veterans and dependents to come off our Chapter 115 program. These numbers would not be possible without the efforts of Ms. Young, a great team effort.

#### Additional Services:

Our office provides a range of additional services to Veterans and dependents including the following:

- Medical Referrals
- Educational benefits
- Job search/Unemployment benefits



## HEALTH AND COMMUNITY SERVICES

- Emergency funds
- Counseling
- Assistance with applications and additional benefits programs
- Military records

In addition, this office attends to the following:

- Serve as the Burial Officer to help bury indigent veterans and their dependents.
- Serve as the Grave Registration Officer to ensure that all graves of veterans are properly decorated with a flag and geranium over the Memorial Day period.
- Conduct parades and ceremonies.
- Act as the liaison between the veteran groups and the Town of Natick.
- Commission on Disability acting as the ADA Compliance Officer.

This office has continued a new program to bring education and awareness to the 22 veteran suicides a day. The concept is to bring this program to as many cities and towns as possible.

Aid and Attendance, the best-kept VA benefit secret. We are trying to change this. One of the ways is by community education. We have done several of these in the past year. Ms. Young and I went to both Cedar Gardens and Griswold Home Care and made presentations on Aid and Attendance and Chapter 115 benefits. We work as a team explaining this VA benefit and Chapter 115 State and Local Benefit and how to apply for it. We are planning to do more education events at the major senior housing in Natick. We are also hoping to do the training at local Nursing Homes.

I am in my fifth year with the Middlesex County Veterans Treatment Court. This is an honor to represent the 52 cities and towns VSO's in Middlesex County. On Law Day in April I was presented with the first ever Judge Healy Award by the Chief Justice David Cunas. I was appointed to the Governor's Council Subcommittee on Domestic Violence, Sexual Assaults and Military Sexual Trauma. The Veterans piece was added this year, MST.

We have begun an addiction group, Smart Recovery. This is a Cognitive Behavioral Therapy method of dealing with addictions. Right now, we are doing every other Saturday beginning 9 months ago.

This office works collaboratively with many Town departments, most notably with the Council on Aging and Human Services Divisions as well as with numerous local and state organizations. Natick Veterans Council, Mass Bay Community College, MA Department of Veteran Services, Women Veterans Specialist, SHINE, Veterans Inc. Resources, Veterans Service Officer Association of MA, Northeast Service Officers Association.

We continue to be involved with the Natick Solider Systems Command and have attended different activities at the Command this past year. We also met with the NHS Principal and a teacher about adding military groups, ROTC or NROTC. We would include the Natick Solider Systems Command in this project.

Ms. Young and I continue to attend training. We attend the Department of Veterans Services four days of training in October. We will be attending another 4 days of similar training sponsored by our VSO Association in February.

This year marked the anniversaries of The Battle of the Bulge, 75th that started on December 16 1944. Also coming up is the 75<sup>th</sup> anniversary of the Battle of Iwo Jima.

We are looking forward to a great 2020 year. We thank all those in Town Government and Residents for their continued support.  
Paul E. Carew / Director of Veteran Services / Natick Community Services Department  
Sheila Young / Executive Assistant to Veteran Services and Council on Aging

## FIRE DEPARTMENT

I am pleased to report the developments of the Natick Fire Department for the year 2019.

The town suffered a huge loss on July 22 of this year with the fire and destruction of the 1 South Main St property. This was a long and hard fought battle with companies from 17 communities helping out. 9 businesses were lost and countless lives were affected. All of our town resources were tapped into that day with Natick PD, DPW, Town Administration, and of course Natick Fire working seamlessly to mitigate a large scale incident. Many thanks to all the residents and businesses in town who helped out with food, water and just about anything we needed that day! The cause of the fire is officially undetermined.

I am pleased to report we have begun construction on a new West Natick Fire Station. I am very excited about this project both for the department and the residents of Natick. This new station will allow for better response times, more apparatus and equipment storage and a new training facility to improve training to the entire department. We expect to be complete in the fall of 2020.

This year the Natick Fire Department in conjunction with the Natick Police Department have trained and put into service a Rescue Task Force (RTF). We conducted a drill at the Natick Mall on 6/2/2019 with many local and State agencies to test our abilities to handle an active shooter threat on a large scale. Many valuable lessons were learned and we will focus to improve our response on all levels.

Firefighter Tom Spencer, Firefighter John Wedgeworth, Firefighter Grantley Headley, and Firefighter Jim Black all retired this year. Their contributions to this Fire Department are immense and they will all be greatly missed!

This year we welcome aboard Firefighters Justin Mui, John Feeney, Kyle Sammon, and Peter Carbone to the ranks of the Natick Fire Department. Justin came to us academy trained and is working on shift. Kyle, Peter and John are currently attending the MFA and will be back in late February. All are Paramedics.

The NFD CPR Team continues to train the Natick High School students in CPR, Cardiac Defibrillation & Basic First Aid. By training the freshmen and junior classes each year, we keep the entire high school student body (98-99%) CPR certified. The CPR Team has also trained many teachers, town employees, school nurses, High School coaches, youth coaches and residents in open classes. I want to thank CPR Team Leader Capt. Ron Downing and his entire CPR Team.

The Fire Prevention Division inspected all schools, day care centers, hospitals, nursing homes, hotels and liquor license holders as well as various required businesses and residences. Commercial and residential plan reviews along with final inspections were conducted. Several large projects were completed this year, including The Avenu apartments and the new Marriot Hotel next door. Both are in west Natick.

The Fire Prevention Division is involved with many town committees and teams. Captain Mortarelli and Inspector Quigley-Boylan work closely with many town departments including the Council on Aging, Board of Health, Natick Police Department and Natick Housing Authority. We work closely with residents on issues of hoarding, fall prevention, smoke detector installation and home fire safety.

Once again, we would like to thank Fire Protection Engineer Maurice Pilette. His expertise and guidance is invaluable to the Natick Fire Department.

Firefighter Michael Haigis again applied for and received a SAFE Grant (Student Awareness and Fire Safety) and a Senior Safe Grant. These grants are used to run many programs in the schools and in the senior community.



## POLICE DEPARTMENT



In 2019 the Natick Police Department continued to focus efforts on our core mission "To enhance the quality of life for all citizens, we will cooperate with other agencies and groups to resolve community concerns."

This mission statement continues to drive our actions and planning. The quality of life issues have become very complex for all law enforcement usually placing the police department in partnerships which would not have been imagined in the past. The Town of Natick has an extensive grassroots network to address many areas of concern and the Natick Police Department will partner with these groups to add support where needed. In Natick two areas that have garnered a lot of our attention and support have been combating substance abuse and mental health.

Substance Abuse Disorder continues to be a major concern in our community. With 45 overdose responses (32 Opioid related) in 2019 and 6 overdose deaths both indicate an increase over the 2018 figures. Another factor shows that the use of Narcan in public safety response increased in 2019. All indicators demonstrate that work still needs to be done. The Town of Natick has committed to fight this crisis and the Natick Police Department will continue to be a partner.

In 2019 the Natick Police Department increased its response to the growing issue related to mental health. All Natick Police Officers have received training related to this complex subject. To assist with our overall response the department received a grant from the Department of Mental Health to start a Jail Diversion Program. We have partnered with Advocates Inc. to provide a fulltime clinician embedded within the Natick Police Department. This clinician is available to co-respond along with officers to calls where a mental health nexus may be present to provide on-scene crisis intervention. This allows for immediate services to be provided therefore preventing transports to emergency rooms or arrests. This program started in April 2019. In 2019 there were 113 referrals, 16 with behavioral health were diverted from the criminal justice system (cost savings \$40,320) and 34 diverted from Emergency Room (cost savings \$136,000). Total estimated cost savings in 2019 was \$176,320. The intent is to expand the clinician into other areas amongst Town groups that can use the services.

### Personnel Updates

The Natick Police Department saw a tremendous amount of turnover. Four (4) Officers left the department for various reasons. Two (2) long serving officers, James Ordway and John Doherty, Jr., retired. Five (5) new Officers joined the ranks of the department, Jamie Verner, Derek Butler, Jackson Dwyer, Steven Gould and Benjamin Shea.

**Sean Taylor** was named the Natick Police Department Officer of the Year for the year 2019.

Officer Taylor is a 2005 graduate of Natick High School and a 2009 graduate of Curry College where he received a Bachelor of Arts degree in Criminal Justice. In 2013 he graduated from the Municipal Police Training Academy in Reading and began his career with the Natick Police Department in August of 2013.

Officer Taylor is described by his Supervisors to have good situational awareness and is tactically sound at all times. He has a positive and friendly personality, he is well liked by his peers, and has a proactive rather than reactive work ethic. Officer Taylor is very reliable, polite, hardworking and possesses a good temperament. He is willing to take a leadership role when there is no patrol supervisor available. He always plays by the rules, no matter how trivial the rule may seem. He is always very professional and respectful of rank. Officer Taylor possesses the unique and admirable ability of being able to be both a strict law enforcer and a community police officer. He treats everyone fairly and with kindness. He has empathy for others and is a great ambassador of the Natick Police Department

### Court Activity

During 2019, 689 complaints were forwarded to the Natick District Court for prosecution. In addition the Records

staff processed 1,566 Offense Reports, 816 motor vehicle crash reports, and 2,127 traffic citations.

The following illustrates traffic enforcement and crash data for FY2019 as compared to CY2017 and FY2018 data:

<b>Violation Breakdown</b>	<b>CY2017</b>	<b>FY2018</b>	<b>FY2019</b>
Civil Motor Vehicle Infractions	478	491	358
Written Warnings	2,323	2,100	1406
Arrests	116	108	82
Criminal Complaints	369	355	277
OUI	51	42	40

<b>Crash Particulars</b>			
Total Crashes	904	848	889
Fatal Injury	0	1	1
Non-Fatal Injury (incapacitating)	29	13	15
Non-Fatal Injury (non-incapacitating)	76	68	76
Possible Injury	92	72	74

### **Animal Control**

The following is a list of Animal Control activity during CY2019:

<b>Domestic</b>		<b>Wildlife</b>	
Unrestrained Dog Complaints	36	Sick /Injured Raccoons	36
Barking Dog Complaints	43	Sick/Injured Skunks	11
Dogs Struck By Motor Vehicles	7	Sick/Injured Possums	2
Stray Dogs Reported	78	Sick/Injured Woodchucks	1
Dog Bites Reported	14	Sick/Injured Squirrels	5
Lost Dogs Reported	28	Coyote/Fox Sightings	12
Lost Cats Reported	29	Sick/Injured Fox	8
Stray Cats Reported	16	Sick/Injured Birds Of Prey & Waterfowl	27
Cats Struck By Motor Vehicles	7	Sick/Injured Rabbits	2
Cat Bites Reported	0	Sick/Injured Bats	1
Lost Exotic Birds	0	Deer Struck By Motor Vehicles	20
Lost Ferrets	0	Deceased Animals Removed (Roadways)	64
		Bobcat Sighting	1
<b>Informational Statistics</b>			
Animal Cruelty Cases Investigated	46		
Wild Animals Removed FromDwelings	7		
Citations Issued	11		
Written Warnings Issued	86		
Mutual Aid To Other Communities	1		
Assistance Calls For Service	171		
Informational Calls	26		
Livestock Complaints	0		



Farms/Barns Inspected	0
Kennels Inspected	4

**Internal Affair Complaints CY2019:**

Types: Excessive Force -	1
Violation Policy -	9
Violation Rules -	6
Conduct Unbecoming -	2
Abusive Language -	0
Disposition: Unfounded -	3
Sustained -	8
Under Investigation -	1
Not Sustained -	1
Other -	3
Exonerated -	2

## **PUBLIC WORKS DEPARTMENT**

The mission of the Natick Department of Public Works is to maintain and improve in a cost-efficient manner the infrastructure, vehicles, equipment, and recreational facilities of the Town and be ready and available to provide immediate and professional response to emergencies. The Department is dedicated to providing excellence in customer service and continues initiatives for improvement.

The Department provides safe and adequate drinking water and water for fire protection by maintaining and improving the water treatment plant, supply wells, and water mains throughout town. The Department also provides safe and sanitary collection and disposal of wastewater by maintaining and improving sewer pump stations, force mains, and gravity sewer mains.

The Department maintains and improves the Town's roadway and sidewalk network. The Department also provides dependable and reliable trash collection and recycling services to the residents of the Town.

This past year Gerry Clougher, Highway Working Foreman, retired after 33 years of Town service, Jack Quilty, Highway General Foreman retired after 40 years of Town service, and Tim Perry, Land Facilities Skilled Laborer, retired after 20 years of Town service. Their years of dedicated service are appreciated and celebrated.

The following is a summary of the activities and accomplishments of the various divisions within the Department of Public Works.

### **ENGINEERING DIVISION**

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street layout plans, site development plans, water and sewer service tie cards, utility as-built plans and other various record plans. Updating of these plans is an important duty of the Engineering Division. This updating process includes maintaining accurate as-built records for the Town's water distribution system, sewer system, storm drainage systems and individual utility service information for all buildings.

The Engineering Division, as part of the site development approval process, provides technical assistance to the Zoning Board of Appeals, Conservation Commission, and the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans, hydrologic calculations and supporting documentation to assure compliance with all Town standards and requirements. After a plan is approved, the Engineering Division is responsible for calculating and maintaining various construction performance bonds, and is responsible for all related site utility and roadway construction inspection.

In addition to the above, the Engineering Division completed the following during 2019:

- Issued 437 Trench/Street Opening Permits and provided the necessary inspections.
- Provided follow up inspections on 58 Occupancy Certificates.
- Issued 111 water connection permits and provided the necessary inspections.
- Issued 78 sewer connection permits and provided the necessary inspections.
- Provided 262 field utility mark-outs for ongoing Town wide construction activity.
- Reviewed 385 Applications as part of Building Permit Application process.
- Provided Planning Board & ZBA Board Reviews on 89 different projects.
- Provided Town Emergency Project Coordination for the MassDOT Boden Street Temporary Bridge replacement project.
- Provided Town Project Coordination with Community Development on Cochituate Rail Trail project.
- Negotiated and worked with private property owners on grants of easements to the Town. Presented easements to the Board of Selectmen for approval and acceptance. Recorded all approved easement plans and documents at the Middlesex Registry of Deeds.



- Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. Annual Report submitted to EPA and DEP as required.
- Continued to coordinate the utility and roadway mitigation projects required by site plans approved through the Planning Board and Zoning Board of Appeals.
- Provided Town project coordination for the Massachusetts Highway Department's North Main Street Reconstruction design and Route 9/27 Intersection Improvements design.
- Managed the yearly Chapter 90 - Roadway Improvement at Various Locations Contract. Resurfaced approximately 4.1 miles of neighborhood roadways (18 streets).
- Provided technical assistance and in-kind services for Mass DOT Route 27 (North Main Street Reconstruction).
- Managed preliminary and final design of South Main Street and Washington Ave for reconstruction projects.
- Completed the resubmission and filing of Town's General Notice of Intent (GNOI) for DPW Municipal Operations.

### **EQUIPMENT MAINTENANCE DIVISION**

The Equipment Maintenance Division (EMD) of Public Works oversees the maintenance of all owned equipment which includes vehicles, small engine equipment, and emergency generators in the following departments: Police, Fire, Highway, Sanitation, Recycling, Water/Sewer, LFNR, Recreation, Administration, School, Library, Farm, and Town Hall. This division also maintains the Town's Fuel Depot. EMD fills a very important role as a support division to all town departments at any given time, including all emergencies.

The Equipment Maintenance Division in conjunction with the Town has taken on initiatives to move towards 'Green' equipment. In 2019, EMD submitted specifications and took delivery of a hybrid bucket truck for the Fire Department Signal Division. In addition, electric turf and forestry equipment has been purchased to reduce the carbon imprint of the Town.

The Equipment Maintenance Division continued to save money this year by focusing on fabricating versus buying new. This increased the life expectancy of the vehicle to the town whereby saving additional capital funds.

The Division has implemented an updated GPS tracking system to improve Sanitation, Plow/Sanding routes. This technology allows the Town to better track the vehicle location, usage and fuel consumption.

In 2019, the Equipment Maintenance Division put a great emphasis on preventative maintenance in order to reduce the amount of corrective maintenance, which affects the overall functioning of many other departments. Continued effort was put forth in the standardization of the fleet, which cuts down on part inventory and makes repairs easier.

### **HIGHWAY AND SANITATION DIVISION**

In 2019, the Highway/Sanitation/Recycle Division performed all regular work assignments, as well as special projects and emergency situations:

- The division repaired approximately 2800 feet of asphalt curbing throughout the town, and 150 feet of granite curb.
- The division replaced approximately 300 yards of concrete sidewalk in and around the down town area, with more to be done in 2020.
- The division performed all small paving projects throughout the Town (Potholes, trenches and sidewalks).

In 2019 the roads that were rehabilitated under the Chapter 90 roadway improvements were as follows. Gibson Road, Greenleaf Road, Brookdale Road, Hemlock Drive, Millbrook Road, Elwin Road, Ivy Lane, Franconia Avenue, Kinsman Place, Cobblestone Drive, Bluestone Way, Stratford Road, Drury Lane, Ferndale Road, Pryor Road and Russell Circle. These roads were all repaired and repaved as well as all sidewalks repaired and repaved. All intersections had granite curb edging and all cement A.D.A chair ramps were installed. Loam and seed work as well as final road treatment will be concluded in the spring of 2020.

All street sweeping was completed by the middle of May, which included all Main roads, main road sidewalks, all neighborhood streets, all school buildings, and all municipal lots. The downtown area is swept once a month

weather permitting. 1630 tons of debris was collected and stored at our facility where it was then tested by an independent lab.

The Division carried out all scheduled pavement markings which consist of 304 crosswalks, all stop bars and stop stencils, 305 miles of double yellow centerline striping and single white edge fog line. Approximately 124 new signs were made and installed and 310 signs were repaired. The sign shop continues to do an excellent job with all municipal vehicle lettering and graphics.

We had approximately 57 inches of snow in 2019 in which we plowed 8 times and had 21 sand/salt events and removed snow in the down town area once. We used 3800 ton of salt, 200 ton of sand and 30,000 gallons of deicer. As part of the ongoing storm water program 2085 catch basins were cleaned by a contractor, who stored the material until it was tested, and then it will be removed.

The Division repaired 13 manholes, 76 catch basins and installed 3 new structures. The division continues to support all departments and divisions of the town, on planned and emergency events.

On the Sanitation/Recycling side of the Division 6200 tons of solid waste and 4400 tons of recycling was collected curbside and 920 tons of recyclable items from the recycle center. Collection of approximately 6550 tons of yard waste and 4500 tons of brush was brought in through curbside and drop off at the recycle center.

### **LAND FACILITIES AND NATURAL RESOURCES DIVISION**

During this calendar year the Division of Land Facilities and Natural Resources performed the traditional department activities and completed special projects. With a staff of eight full-time and two part-time led by one supervisor, the Division of Land Facilities and Natural Resources is responsible for the maintenance of many open spaces throughout town, including athletic fields, the town common, facility landscapes, school landscapes and park areas such as Loker Park, John J. Lane Park, and the two town cemeteries, Boden Lane and South Natick. The Division is also responsible for Public Shade Tree plant health care and tree care for other trees on town owned land.

In the spring of 2019 the Town of Natick was awarded the Tree City USA Award from the Arbor Day Foundation for the twelfth year. This award is presented by the Arbor Day Foundation annually and acknowledges municipalities that make significant efforts to preserve the urban canopy. For the 2019 application, the Town of Natick continues to exceed the minimum requirements for the award supported by initiatives such as Strategic Tree Planting and Tree Inventory efforts.

In 2019 the Town of Natick Public Tree Inventory was updated and more features were added to the Division webpage where the Inventory Link is located. New information added includes fact sheets about the inventory process and tools, as well as a snap shot of genus distribution. An iTree factsheet was added to the Division webpage outlining the value of Natick's Tree Canopy. The Division participated in the Municipal Vulnerability Preparedness program led by Sustainability Manager Jillian-Wilson Martin. A valuable outcome of this participation was the development and enhancement of a tree planting priority map, which includes public and private tree planting locations. Next steps include adding the public tree planting opportunity data to the Public Tree Inventory platform.

For tree care the Division removed forty-nine trees, pruned forty-eight trees, and removed six stumps. The Division also responded to forty emergency tree calls, ten of which were public tree related and three events occurred on roadways that are not town accepted. The Division planted nine trees and will begin a fourth year of the Tree Inventory Initiative, tagging public trees with numbered bronze tags and measuring attributes such as risk level and monetary value.

Special projects included repair and reinforcement to the Memorial Stadium bleachers, installation of new player benches at Wilson Field and regrading of the infield clay surfaces at Wilson Field and Coolidge Field. The Division also purchased and installed a new portable softball fencing for the Varsity Softball Field and completed tree work at the Hunnewell Fields that will aid in future capital projects such as new backstops.



Calendar year 2020 looks again to be a challenge for pests that threaten Natick's tree canopy with concerns regarding Gypsy Moth and Emerald Ash Borer. The Tree Warden is also on the lookout for two new additional pests, the Spotted Lantern Fly and Oak Wilt Disease. Although these pests have not been discovered in the Natick area, changes in environmental conditions and human behavior are likely to aid in pest migration. The Division is looking forward to the grand opening of the newly renovated parks on Oak Street and Washington Ave.

### **WATER AND SEWER DIVISION**

The Water and Sewer Division is responsible for providing safe potable drinking water, water for fire protection, and sanitary sewage collection service for the businesses and residents of the Town. The Division operates and maintains 12 water supply wells at 5 locations, the Springvale Water Treatment Facility, The Elm Bank Water Treatment Facility, the Morse Pond Water Treatment Facility, and the Pine Oaks Water Treatment Facility, 196 miles of water distribution mains, 9 million gallons of storage at two enclosed reservoirs, 1,400 fire hydrants, and 13,000 water meters. The Division is responsible for weekly water quality testing and compliance with state and federal drinking water requirements.

Concerning water, the Division pumped, treated, and distributed 1,172 million gallons of potable water during 2019. During FY2019 the Division replaced 207 water services, repaired 37 water service/main leaks, and repaired/replaced 8 water main gate valves. The Division also replaced and repaired 34 fire hydrants. Division personnel maintain over 13,000 radio read water meters throughout Town and are responsible for reading the water meters and processing the collected data every month. The Division also completed over 2,100 mandatory tests of backflow prevention devices. The newly implemented WaterSmart program has over 2,100 participants and the Division continues to encourage new signups.

To improve the water quality and the distribution system's capacity, the Division utilizes a uni-directional flushing program. The distribution system is typically flushed twice annually to remove sediments. This best management practice, improves the taste, clarity and color of the water. The flushing program also helps minimize the amount of treatment agents used at the Plant and will help prolong the service life of the distribution mains and valves.

During 2019, the Division completed the following capital improvement projects: the Springvale Well #4 and pump house installation, water main loop to Route 30 installation, WaterSmart implementation, and Springvale Water Treatment Facility generator transfer switch replacement. Capital improvements currently under construction or in design include: Elm Bank chlorine gas scrubber installation, East Central water main abandonment, Rt 9 & Rt 27 intersection water infrastructure improvements, Foxhill water main replacement, high lift VFD replacement at the Springvale Water Treatment Facility, Pauline & Steven Cir water main replacement, and Chemical Feed upgrades at Springvale & Elm Bank Water Treatment Facilities.

Concerning sewer, the Division operates and maintains over 150 miles of sewer collection mains and manages 34 sewer pump stations throughout Town. The Division pumped an average of 3.2 million gallons of sewerage per day in CY2017 through CY2019. Collected sewerage is discharged at several locations within Town into large diameter sewer interceptors operated by the Massachusetts Water Resource Authority. Flows continue to the Authority's Deer Island Wastewater Facility for treatment.

The Division continues the sewer main relining program to improve old and decaying sewer main infrastructure. The pipeline inspection work will provide a list of sewer segments that require lining or repairs or more frequent cleaning to maintain adequate flow velocities. This ongoing maintenance and improvement to the Town's sewer mains removes infiltration of ground water and inflows of surface water to the collection system, which help reduce the MWRA Assessment charged to the Town.

In 2019, the Division completed the following capital improvement projects: the Travis Road Sewer Pump Station Building Rehabilitation/generator installation, and the 4M sewer pump station generator replacement. Capital improvements currently under design/construction include: Rt 9 and Rt 27 intersection sewer infrastructure rehabilitation, and Health Center sewer pump station generator replacement, and the Foxhill Sewer Betterment Project.

### **GIS DIVISION (WATER AND SEWER)**

The Geographic Information System (GIS) Division is responsible for managing Natick's Enterprise GIS. The Division creates, modifies, analyzes, and disseminates spatial data for all town departments, boards, and committees. For example, the annual Assessors' Tax Map, online webGIS, official zoning map, water and sewer networks, voting precincts, and numerous others. The Division's small unmanned aerial system (sUAS), commonly known as a drone, continues to visually record inspections of the water reservoirs each month. In addition, nearly 30 incident free flying hours were logged capturing numerous civic events and well over 200 acres of ultra-high resolution mapping.

*"Public Works - The Silent Arm of Public Safety"*

Like our Facebook Page @NatickPublicWorks

Follow us on Twitter @NatickDPW



## CABLE ADVISORY BOARD

The Cable Advisory Board's most important function is as a liaison between the Town of Natick and any existing or future cable licensees. The Board also represents and advises the Board of Selectmen in negotiating the franchise licenses with whichever cable providers they wish to allow to operate in the Town. Currently Comcast, RCN Corporation and Verizon hold licenses to operate within the Town. In 2020 the RCN license is set to expire November 14, 2020 and is up for renewal. Verizon's contract is set to expire December 17, 2021. We are now at a point to begin working with an attorney knowledgeable in cable law to continue the renewal process. We also discussed Natick Pegasus equipment replacements/upgrades as well as issues around Pegasus funding related to cable subscriptions decline, alternate sources, and delays receiving funds from cable licensees.

The Cable Advisory Board welcomes and listens to comments from the residents and cable subscribers of Natick. People can contact the Board via e-mail: [cable@natickma.org](mailto:cable@natickma.org). The mailing address is in care of Natick Town Hall, 13 East Central St.

## COCHITUATE RAIL TRAIL ADVISORY COMMITTEE

The Cochituate Rail Trail Advisory Committee was established in 2006 as the CRT Task Force with a charge to advise the Town, through the Board of Selectmen, on the potential for a multi-use trail on the abandoned Saxonville Branch Industrial Track. Its charge was subsequently amended to help guide the process of designing the CRT and helping to coordinate activities including land acquisition, construction funding and public outreach.

After years of work, and many meetings and public votes, and with the support of local, regional, state and federal partners, the CRT in Natick is now under construction, and should be open to public use by early 2021. The CRT will connect to the Framingham section, which is already completed, and will be extended to the new Natick Center MBTA Station in the coming years.

The significant milestones in 2019 were:

- A Notice to Proceed was awarded by MassDOT to MAS Building & Bridge.
- MassDOT held an official project groundbreaking with local and state partners.
- The Right of Way was cleared of vegetation in preparation for construction. Utility wires and poles were relocated.
- The trail was officially closed to public access for the duration of construction.
- Construction began on the Route 30 bridge, and the Route 9 railroad bridge was demolished in preparation for a replacement.
- Route 30 improvements were completed as part of the project scope.
- The Town updated a fundraising agreement with The Friends of Natick Trails for sponsorship of trail amenities.
- The Town requested minor project changes to MassDOT to add amenities including benches and signage.
- The Town submitted a project to MassDOT to connect the CRT to the new Natick Center MBTA Station.
- MassDOT initiated preliminary planning for a connecting path along Route 9 from West Natick neighborhoods to the CRT.

In 2020, Trail construction will accelerate. The Town through various departments and committees will prepare for its opening with operations, safety and maintenance planning. The design process for the MBTA Station connection will formally get underway; planning for many public and private connections will continue; and there is a checklist of outstanding items that the Committee has provided to the Board and Town staff. Fundraising through sponsorships is expected through the Friends group. Project information is available through [natickma.gov/crt](http://natickma.gov/crt).

On behalf of the many volunteers who have served on the CRT Advisory Committee over the years, thank you to the many Town staff, volunteers, our state/federal partners, Natick taxpayers and community members for your consistent support for this exciting project. The CRT will provide enduring benefits for the community and region for future generations to enjoy.

## CULTURAL COUNCIL

The Natick Cultural Council (NCC) is the local extension of the Massachusetts Cultural Council under the Local Cultural Council Program. The NCC is awarded funds annually for granting to projects that demonstrate a direct public benefit to the Natick community in the arts, humanities and sciences disciplines.

During the 2019 grant cycle, the NCC awarded a total of \$7,800 to support the following 18 projects.

Applicant	Project Title
Metrowest Symphony Orchestra	Metrowest Symphony Orchestra - 2018-19 season
Carol Krentzman	Smiling Faces
John Root	Hummingbirds of the Americas
Eve Costarelli	¡Ole Flamenco! Flamenco for Every/Body

Prometheus Dance	Prometheus Dance 30...5
Howie Newman	Music for Seniors
Natick Cultural Arts Committee	James and the Giant Peach - Wheelock Theater
The Morse Institute Library Stitchers	The Flower Arbor
Smitha Radhakrishnan	Samsaara: Dancing the Everyday
Roger Tincknell	From Ireland to America
Golden Tones, Inc.	Intergenerational Connections through Music-Making
Sound & Spirit Inc.	Come Alive!
Women of Note	Women of Note 2018-19 Concert Season
Opera del West	Opera del West presents a Night of Women Composers
Discovery Museum	Especially for Me
Gregory Maichack	Sail Away on the Craft of Pastel Painting
Natick Historical Society	The Story of American Song - The 1950s
Taunton City Band Inc.	Community Band Concert

The NCC hosted an annual awards ceremony on May 15, 2019 at The Center for Arts in Natick with many of the grantees, members of the community, and NCC members in attendance.

More details about the 2019 grant cycle and grantees can be found at <https://www.mass-culture.org/Natick>.

## HISTORIC DISTRICT COMMISSION

**History:** The Historic District Act, Chapter 40C, of the Massachusetts General Laws was established in 1960 and was amended in 1975. Under the authority of this statute, Natick established its own Historic District Commission in 1974 with the concurrent establishment of the original John Eliot Historic District (plan dated 8/22/73) in South Natick. By 1979, Article 26 was passed expanding the John Eliot Historic District to its current plan (dated 8/28/75 and revised 3/1/76) and adding the Henry Wilson Historic District (plan dated 8/10/77 and revised 11/8/77) in Natick Center.

**Purpose:** The Historic District Commission serves as a regulatory commission providing review and certification for all construction and or remodeling projects involving properties within the Eliot and Wilson historic districts for which the changes are visible from any public way. The purpose of this oversight is to protect the overall historic appearance and nature of the historic districts and to preserve the historic features, scale, materials and settings of buildings of historic significance.

**Budget:** The Commission has operated on a small budget for many years. The currently approved annual budget is \$500.00. In 2019, expenses included charges for legal notices in the Metrowest Daily News, copies, postage and office supplies. The Commission is authorized to accept gifts for additional expenses, such as technical assistance and consultants and clerical assistance, but it has not done so to date.

**Current Year Information:** In 2019, twelve applications for Certification were received and eleven new Certificates of Appropriateness were awarded for projects judged to be appropriate to the districts in question and one Certificates of Non-applicability were issued.

The Commission voted to reduce paper by changing the application requirements by reducing the number of copies required for submission. Instead of requiring eight copies we now require only 3 copies plus and electronic version of the filing.

The Commission has adopted a requirement for an applicant to sign an affidavit stating compliance with the Certificate of Appropriateness. The Commission believes that this document has effective as enforcement of the HDC's decision if changes are made without approval during construction by the homeowner or the builder. The document states that the applicant will comply with the conditions placed on the COA and that the work proposed will be substantially the same as the approved application.

The Commission discussed working toward having an HDC sign-off included on the building permit. We hope to accomplish this within the next year.

The Natick Selectmen appointed Barbara Shenker to board for 2019

The Commission held elections and appointed D. Michael Collins: Chair, Jeannine Keith Furrer; Vice chairman & Clerk and Chris Milford: Secretary

2019 Board Members and Officers:



D. Michael Collins, Chairman  
 Jeannine Keith Furrer, Vice Chairman & Clerk  
 Christopher Milford, Secretary  
 Susana Fernandes  
 Matthew Labrie  
 Barbara Shenker  
 Melisa Sullivan

## HISTORICAL COMMISSION

The Historical Commission had an active year in review of several preservation projects throughout town as well as joint efforts with other boards and committees. The following is a summary of our activities:

- In accordance with Article 76 of our by-laws, we met jointly with the Design Review Board regarding additions and alterations to “White Gables” of 50 Pleasant Street, First Church Steeple repairs, and Adam’s Court housing. The Commission also met with several homeowners to allow additions to the historically significant John Bacon house (c.1829), and Felch/Hammond house (c.1725) and unfortunately lost the Timothy Bacon house (c.1744) due to it being unsalvageable because of neglect. A new house took its place and duplicated the original façade based upon historic photos.
- Working with other town agents, Parks and Recreation have agreed to restore the historic cast iron fence at the South Natick Indian Burial Grounds, and town administration has allocated funds for restoration of the Town Clock in the First Church Steeple. The Board of Selectmen also agreed to change the Navy Yard Park name to “Whitney Field at the Navy Yard” to honor its original donor.
- The Commission negotiated, with the support of town engineering, the reconstruction of historic stone walls on North Main Street impacted by the proposed street reconstruction project to begin in 2020. We were also able to keep repairs to Eliot Bridge without change to its historic character in South Natick.
- The Commission has hired a preservation consultant to prepare an inventory of the Sawin house (c.1696) and mill dam to prepare for possible National Register designation and a single property Local Historic District.

## HOUSING AUTHORITY

The following officers are currently the commissioners of the Natick Housing Authority (NHA):

**David P. Parish, Chairman**  
**Margaret (Meg) E. Kiely, Vice-Chair**  
**William H. Grogan, Treasurer**  
**Gregory K. Bazaz, Assistant Treasurer**  
**Erica E. Ball, Commissioner**

### **Occupancy and Tenant Accounts Receivable**

The NHA continues to renovate and reoccupy vacant units, maintaining less than a 5% vacancy rate agency wide. The NHA has been successful in collecting rents; tenant accounts receivable remain less than 5%.

### **Modernization Projects**

The NHA with Reserves & Formula Funding from DHCD has plans to perform many site and building related improvements in the upcoming years. These improvements will include upgrades to the bathrooms, new roofing, and building weatherization by improving heating, insulation, and ventilation systems. Initiatives will also include additional landscaping, improved roads and walkways.

This past year we have replaced heating and hot water systems at some of our family site, replaced roofing at many locations and have partnered with the ABCD program for building envelope, energy and weatherization improvements.

With funding from the Department of Housing & Community Development (DHCD) the NHA continues to upgrade building components to insure safety, security and comfortability for our residents.

### **Management**

The NHA continues to maintain strong financial footing: current with all outstanding accounts, well within the established budget, and with reserves considerably in excess of required minimums.

The NHA will continue to adapt to DHCD regulatory changes in areas such as: board and resident training; more extensive financial and management reviews; and increased efficiency through regional cooperation

The NHA Board and Staff continue their focus upon effective communication with the Cedar Gardens Tenant Organization (CGTO) in order to foster a positive partnership between residents and NHA management.

The NHA continues its initiative to promote effective management and wise stewardship of public funds and to deepen its partnerships with residents and the larger Natick community in order to enhance the quality of life for all families residing at the Natick Housing Authority.

### INFORMATION SYSTEM ADVISORY BOARD

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2018. This board, created by Town Meeting, appointed by the Selectmen serves in an advisory capacity to the selectmen and the finance committee on Information Systems related issues.

During 2019 the Board continued to monitor the Town's web site, and made changes to assure that it is providing the best service to the community and the residents. This will be a continuing process into the future as technologies evolve. The Board welcomes public input to assure that the site continues to be a valuable tool for the community.

The NISAB has advised and consulted with the Town Administration, Municipal Information Systems, School Administration Information Systems departments during the year.

#### Issues reviewed and discussed:

- Document Management and ERP Assessment
- Phone system migration and reconfiguration
- Network redesign
- Various systems integration between Municipal and Schools
- Annual Budget process and presentations
- Data Privacy & Data Security
- On-Line MCAS Testing
- Equipment replacement/upgrades - Municipal and Schools
- Kennedy Middle School
- WAN redundancy and design enhancement
- Security systems - Municipal and Schools
- MUNIS upgrades and integration
- Network and systems security assessments
- New Student Information System (Schools)
- Point of Sale Systems

The meetings were also attended by Deputy Town Administrator William Chenard, the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, Communications/Information Officer Kathleen Lentini and Station Manager of Natick Pegasus Randy Brewer.

### MATHWORKS SCHOLARSHIP COMMITTEE

In 2019, The MathWorks Scholarship Committee was responsible for the administration of two \$10,000 Scholarships offered by the MathWorks, to two high school seniors who reside in Natick, and who are committed to pursuing a career in a mathematics or science related field. The members of the committee, Gregg Cohen, Brian Fay, Lenore Freitas, and Sarah Burr, represent a variety of experience in both education and commercial careers.

The Committee met twice during Spring 2019 to review the applications, and interview qualified candidates. After review of 30 applications from public and private school students, the Committee interviewed the top candidates. Meeting the candidates was a pleasure, as these students are remarkable academically and socially, and will represent the Town of Natick in a most positive manner.

The Committee identified two students whom it felt were most deserving of the MathWorks awards and recommended those nominees to the Board of Selectmen: Kaitlyn Wong and Kyle Whitecross are both students of Natick High School. The students were awarded the scholarship in May, 2019.

The MathWorks scholarship award is paid out over four years of college, which means that the performance of the previous winners must be continually reviewed to ensure 1.) the intention to study science and/or math remains true, and 2.) the academic performance remains strong. The Committee chair received letters and transcripts from the prior year recipients, determined that the requirements of the Scholarship were being satisfied, and authorized the issuance of disbursements to prior year winners.



## NATICK CENTER ASSOCIATES

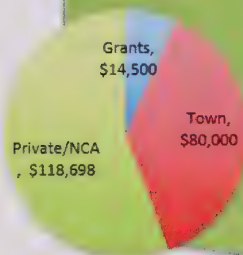
### Highlights

- Holi Festival
- Natick Nights
- ArtWalk
- Multicultural Day
- PorchFest
- Natick International Film Festival
- Creative Placemaking Final Art Installation
- Art in Bloom

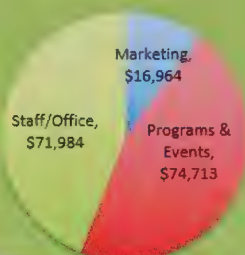
### Sponsored Programs

- Year-round Farmers' Markets
- ArtWeek Events
- Holi Festival
- Natick Nights
- ArtWalk
- Multicultural Day
- Mass. Innovation Nights
- PorchFest
- Art in Bloom
- Small Business Saturday

### Revenue



### Expenses



### Partnered Programs

- Innovation Nights
- Natick Artists Open Studios
- Natick Days
- Concerts on the Common
- 4<sup>th</sup> of July Celebration
- Spooktacular
- Small Business Saturday
- Natick Artist Open Studios
- Holiday Lighting



### Natick Center Cultural District Guiding Principles and Goals

#### Values

We believe that supporting arts and culture is pivotal to creating a sustainable economic engine in Natick Center, and that the success of the Natick Center Cultural District will improve the downtown area for everyone's benefit.

#### Vision

Natick Center will be a cultural hub of MetroWest, serving as a regional destination for arts, culture, dining, shopping, business, special events and community gatherings for residents and visitors alike.

#### Mission

To cultivate a vibrant downtown by enhancing the cultural, economic and social life of our community.

We are led by an alliance of public, private, non-profit and cultural voices.

#### STRATEGIC GOALS

##### Culture

Develop programs & events... foster creative partnerships

##### Community

A popular destination... known as a community

##### Economic Development

Catalyst for attracting new businesses

##### Governance

Alliance of landlords, merchants, artists & government

#### 2018 PRIORITIES

- Enhance Natick Nights offerings
- Create additional programming in response to community feedback
- Expand public art projects
- Update cultural inventory
- Deepen collaborative relationships
- Install CRM system
- Create better user experience for self-guided walking tours
- Actively partner with economic development initiatives
- Secure additional grant funding



## BOARD OF RETIREMENT

### ANNUAL TOWN REPORT - YEAR ENDING 2019

#### NATICK BOARD OF RETIREMENT

**Michael J. Melchiorri, Chairman**  
**Arti Mehta, Ex-officio**                      **Nicholas S Mabardy**  
**B. Michael Reardon**                      **Eliot Lurier**  
**Kathleen S. Bacon, Director**

#### INCOME

CONTRIBUTIONS	3,707,285.79
TRANSFERS	493,163.03
MAKE-UP & REDEPOSITS	40,199.78

#### APPROPRIATION

PENSION FUND FY 2020	10,551,490.00
WORKERS COMP	750.00

#### OTHER SOURCES

REIMBURSEMENTS	779,510.30
INVESTMENT INCOME	2,680,007.39
PROFIT ON SALES	2,056,960.42

#### DISBURSEMENTS

ANNUITIES PAID	2,385,266.14
PENSIONS PAID	10,744,085.76
REFUND TRANSFERS	1,342,714.69
REIMBURSEMENTS	552,793.73

#### ADMINISTRATIVE EXPENSES

SALARIES	191,314.00
STIPEND FOR EX-OFFICIO	1,500.00
ALL OTHERS	869,974.02
LOSS ON SALES	109,729.51

### Board of Retirement

The Natick Contributory Retirement Board (the "Board") administers the State mandated defined benefit plan for most Town of Natick employees with the exception of teachers and school administrators whose program is administered by the Massachusetts Teachers' Retirement System. The defined benefit plan, governed by Massachusetts General Laws Chapter 32, provides retirement, disability, survivor and death benefits to members and their beneficiaries.



The Natick System is overseen by a five member Board who is responsible for ensuring that the system is operating in compliance with M.G.L. Chapter 32.

The system is funded through member deductions, investments and an annual appropriation from the Town of Natick and from the Natick Housing Authority. The Board in 2019 adopted an actuarial funding schedule designed to both fully fund the system by 2030 and ensure the financial stability of the Retirement System while balancing the needs of the System with the Town's budget constraints.

As of December 31, 2019 there were 709 active members, 434 retired members or their beneficiaries and 144 inactive members.

The Board establishes investment policies, allocates system assets to various investments and retains managers in each asset class to invest the resources allocated to that specific class of investment. The Retirement System had invested assets with a market value of \$ 168,402,052.87 as of December 31, 2019. For calendar year 2019 the System realized an 18.4% rate of return. The three year (9.4%), five year (7.4%) and ten year (9.0%) averages for realized returns remained positive to assumptions as needed to be fully funded by 2030.

#### DECEASED RETIREES IN 2019

NAME	DEPARTMENT	DATE OF DEATH
Brown, Robert	TWN	9/12/2019
Conway, John	TWN	12/22/2019
DePaolo, Albertine	TWN	3/11/2019
Drew, Robert	TWN	2/22/2019
Hildreth, Georgia (survivor of Fred)	TWN	9/3/2019
Lewis, Rita Stacy	TWN	9/13/2019
Linton, Kevin	TWN	5/23/2019
Mitchel, I Kenneth	TWN	5/15/2019
O'Brien, Mary	TWN	2/12/2019
Smith, Mary Ann (survivor of Arthur)	TWN	8/2/2019
Spencer, Garnet	TWN	3/30/2019
Vecchione, Eleanor	TWN	6/18/2019
Watts, Deborah	TWN	7/20/2019
Becker, Terral	SCH	12/4/2019
Lelacheur, Arline	SCH	2/17/2019
O'Brien, Joanne	SCH	7/14/2019
Tupper, George	SCH	9/2/2019
Sheehan, Rita	SCH	12/6/2019
Sullivan, Dennis	WSU	8/11/2019

#### NEW RETIREES FOR 2019

NAME	DEPARTMENT	DATE OF RETIREMENT
Black, James	TWN	3/15/2019
Clougher, Gerald	TWN	2/28/2019
Dangelo, Janice	TWN	1/2/2019
Doherty, John	TWN	8/20/2019
Headley, Grantley	TWN	3/29/2019

Ordway, James	TWN	5/31/2019
Quilty, John	TWN	2/2/2019
Spencer, Thomas	TWN	1/24/2019
St Hilaire, Mark	TWN	2/15/2019
Stetson, Linda	TWN	4/25/2019
Wedgeworth, Johnny	TWN	1/4/2019

SURVIVORS ADDED	DATE OF DEATH	DECEASED RETIREE / EMPLOYEE
Drew, C. Pauline	2/22/2019	Robert Drew
O'Brien, Michael	7/14/2019	Joanne O'Brien
Sullivan, Patricia	8/11/2019	Dennis Sullivan

### TRANSPORTATION ADVISORY COMMITTEE

The Transportation Advisory Committee advises the Board of Selectmen on projects and policies to improve transportation in Natick. There was substantial turnover on the committee's membership, as most of the current members joined within the past year, and two vacancies remain. At the close of 2019, committee members were Alex Walker, Cody Jacobs, Steve Brayman, Matt Page, and Joshua Ostroff.

The committee's work is supported by staff from the Public Works and Community and Economic Development Departments.

The committee's work in 2019 focused on several areas:

1. Complete Streets projects. The Committee supported an update to the Prioritization Plan, initially developed in 2016, which will identify those improvements that will improve access for people who walk, ride bicycles and use public transit, and which are eligible for state grants from the MassDOT Complete Streets program. We continue to work on pedestrian lighting along Newfield Drive and other eligible projects.
2. Major projects and the Town roadway improvements. The committee is working with Town staff to help ensure that ongoing and proposed Town- and State-funded transportation projects promote connectivity and safety, consistent with the priorities expressed in the Natick 2030+ Master Plan. This also includes working with DPW on a process to accelerate Town acceptance of unaccepted roads so that they may be maintained and improved, subject to action by other Town Boards, Town Meeting and the legislature.
3. Lower neighborhood speed limits. The Committee continued discussions on whether and when to revisit a previous recommendation to the Board that the Town accept State legislation for a lower (25 mph) default speed limit on Town roads that are not otherwise regulated.
4. Bike share. The committee is investigating Bike Share systems that would provide convenient access to short-term bicycle rides to connect Natick neighborhoods and major employers, with initial discussions focused on MathWorks and tied to the planned completion of the Cochituate Rail Trail.
5. Public transit. The Committee continues discussions to provide more information about public transit in Natick, primarily in collaboration with the MetroWest Regional Transit Authority.





ANNUAL  
ELECTIONS  
AND  
TOWN MEETINGS





**WARRANT FOR  
TOWN OF NATICK  
ANNUAL TOWN ELECTION  
MARCH 26, 2019**

**THE COMMONWEALTH OF MASSACHUSETTS**

Middlesex, ss

To any Constable of the Town of Natick in said County:

**GREETING:**

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Brown Elementary School
The voters of Precinct 2	in the Cole Recreation Building
The voters of Precinct 3	in Brown School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja Elementary School
The voters of Precinct 7	in the Community Senior Center
The voters of Precinct 8	in the Morse Institute Library
The voters of Precinct 9	in the Community Senior Center
The voters of Precinct 10	in the Community Senior Center

on **TUESDAY, THE TWENTY SIXTH DAY OF MARCH 2019** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Annual Town Election for the candidates for the following offices:

Board of Selectmen for three years – Vote for not more than two  
 Board of Selectmen for one year – Vote for not more than one  
 School Committee for three years – Vote for not more than three  
 Planning Board for five years – Vote for not more than one  
 Planning Board, Associate Member for five years – Vote for not more than one  
 Board of Assessors for three years – Vote for not more than one  
 Board of Health for Three Years – Vote for not more than one  
 Recreation & Parks Commissioner for three years – Vote for not more than two  
 Natick Housing Authority for five years – Vote for not more than one  
 Moderator for three years – Vote for not more than one  
 Town Clerk for three years – Vote for not more than one  
 Constable for three years – Vote for not more than six

**In addition – SIXTY-EIGHT TOWN MEETING MEMBERS**

Precinct 1 – Six for 3 years, one for 2 years, three for 1 year	Precinct 6 – Six for 3 years
Precinct 2 – Six for 3 years	Precinct 7 – Six for 3 years, one for 1 year
Precinct 3 – Six for 3 years	Precinct 8 – Six for 3 years, one for 1 year
Precinct 4 – Six for 3 years, one for 1 year	Precinct 9 – Six for 3 years
Precinct 5 – Six for 3 years, one for 1 year	Precinct 10 – Six for 3 years

**Question No. 1**



Shall the Town approve the Charter Amendment proposed by vote of the Natick 2018 Fall Annual Town Meeting under Article 29, summarized below?

Yes \_\_\_\_\_ No \_\_\_\_\_

Article 2, Section 2-11(b)(3) of the Natick Home Rule Charter concerning Town Meeting Warrants sets forth the requirements for the number of signatures of voters required to petition the Board of Selectmen to insert an article into any annual or special town meeting warrant. The Charter currently requires the signatures of "any ten voters." The proposed amendment would make two changes: (1) that the signatures are from "registered voters of the town;" and (2) for a special town meeting the number of signatures be increased to one hundred (100).

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 21<sup>st</sup> day of February 2019.

s/ Amy K. Mistrot  
Amy K. Mistrot  
Chairman

s/ Susan G. Salamoff  
Susan G. Salamoff  
Vice Chair

s/ Michael J. Hickey, Jr.  
Michael J. Hickey Jr.  
Clerk

s/ Jonathan H. Freedman  
Jonathan H. Freedman

s/ Richard P. Jennett, Jr.  
Richard Jennett, Jr.

## Natick Annual Town Election Results

March 26, 2019

## Official Results

Precinct	1	2	3	4	5	6	7	8	9	10	Total	
Registered voters	1,580	2,477	2,344	2,193	2,293	2,192	2,319	2,461	2,276	2,691	22,832	
Ballots Cast	43	114	142	121	102	151	155	152	146	152	1,278	
% Turnout	2.7%	4.6%	6.1%	5.5%	4.4%	6.9%	6.7%	6.2%	6.4%	5.6%	5.6%	
<b>Board of Selectmen (Three Years)</b>												
Vote for not more than 2	1	2	3	4	5	6	7	8	9	10	Total	%
Richard Jennett Jr.	36	91	104	100	78	95	121	113	107	107	952	74.5%
Susan G. Salamoff	33	90	102	93	74	107	122	117	103	122	963	75.4%
Write-ins	0	2	0	0	3	4	2	2	0	0	13	
Blanks	17	45	78	49	49	96	65	72	82	75	628	
Total	86	228	284	242	204	302	310	304	292	304	2,556	
<b>Board of Selectmen (One Year)</b>												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Karen Adelman-Foster	36	89	107	97	88	119	127	114	120	117	1,014	79.3%
Write-ins	0	1	0	0	2	3	2	2	1	0	11	
Blanks	7	24	35	24	12	29	26	36	25	35	253	
Total	43	114	142	121	102	151	155	152	146	152	1,278	
<b>School Committee (Three Years)</b>												
Vote for not more than 3	1	2	3	4	5	6	7	8	9	10	Total	%
Julie M. McDonough	35	85	105	91	72	98	113	100	108	97	904	70.7%
Cathi Collins	30	83	102	85	77	107	110	106	111	109	920	72.0%
Henry W. Haugland II	30	75	86	80	69	86	119	91	101	90	827	64.7%
Write-ins	0	0	0	0	1	2	0	1	0	0	4	
Blanks	34	99	133	107	87	160	123	158	118	160	1,179	
Total	129	342	426	363	306	433	463	456	438	456	3,834	
<b>Planning Board (Five Years)</b>												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Peter A. Nottonson	35	83	100	92	76	101	120	109	106	101	923	72.2%
Write-ins	0	0	0	0	0	0	0	2	0	0	2	
Blanks	8	31	42	29	26	50	35	41	40	51	353	
Total	43	114	142	121	102	151	155	152	146	152	1,278	
<b>Planning Board Associate (Five Years)</b>												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	
Susan Assunta Simone Kang	32	82	99	81	65	100	113	103	97	98	870	68.1%
Write-ins	0	0	0	0	0	0	0	2	0	0	2	
Blanks	11	32	43	40	37	51	42	4	49	50	407	
Total	43	114	142	121	102	151	155	152	146	152	1,278	
<b>Recreation and Parks (Three Years)</b>												
Vote for not more than 2	1	2	3	4	5	6	7	8	9	10	Total	
David W. Ordway	33	87	106	92	77	101	124	111	108	108	945	73.9%
Jessica A. Ordway	32	81	106	94	77	103	123	106	100	101	917	70.3%
Write-ins	0	0	0	0	0	0	0	1	0	0	1	
Blanks	21	62	71	56	52	94	61	56	79	84	606	
Total	86	228	284	242	204	302	310	304	292	304	2,556	



<b>Board of Assessors (Three Years)</b>												
Vote for not more than 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>Total</b>	<b>%</b>
Janice M. Dangelo	37	85	103	88	67	104	122	102	106	107	921	72.1%
Write-ins	0	0	0	0	0	0	0	1	0	1	2	
Blanks	6	29	39	33	35	47	33	49	40	44	355	
Total	43	114	142	121	102	151	155	152	146	152	1,278	
<b>Board of Health (Three Years)</b>												
Vote for not more than 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>Total</b>	<b>%</b>
Donald J. Breda	35	85	102	91	70	103	118	102	108	9	823	64.4%
Write-ins	0	0	0	0	0	0	0	2	0	0	2	
Blanks	8	29	40	30	32	48	37	48	38	143	453	
Total	43	114	142	121	102	151	155	152	146	152	1,278	
<b>Natick Housing Authority (Five Years)</b>												
Vote for not more than 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>Total</b>	<b>%</b>
Gregory K. Bazaz	33	80	101	84	68	97	111	110	95	100	879	68.8%
Write-ins	0	0	0	0	0	0	0	1	0	0	1	
Blanks	10	34	41	37	34	54	44	41	51	52	398	
Total	43	114	142	121	102	151	155	152	146	152	1,278	
<b>Moderator (Three Years)</b>												
Vote for not more than 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>Total</b>	<b>%</b>
Frank W. Foss	34	98	105	90	83	116	119	120	113	110	988	77.3%
Write-ins	0	0	0	1	2	0	1	0	2	1	7	
Blanks	9	16	37	30	17	35	35	32	31	41	283	
Total	43	114	142	121	102	151	155	152	146	152	1,278	
<b>Town Clerk (Three Years)</b>												
Vote for not more than 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>Total</b>	
Diane B. Packer	36	97	108	100	83	114	126	116	116	124	1,020	79.8%
Write-ins	0	0	0	0	0	0	0	0	0	0	0	
Blanks	7	17	34	21	19	37	29	36	30	28	258	
Total	43	114	142	121	102	151	155	152	146	152	2,556	
<b>Constable (Three Years)</b>												
Vote for not more than 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>Total</b>	<b>%</b>
Ross A. Cigna	30	70	88	73	60	98	100	84	77	87	767	60.0%
Kevin F. Flynn	32	77	87	74	61	98	107	89	86	88	799	62.5%
Todd M. Gillenwater	30	72	86	78	61	91	99	86	82	82	767	60.0%
Paul M. Gorman	30	74	90	84	60	88	105	85	82	88	786	61.5%
Stephen Roche	0	2	6	7	6	3	16	15	5	2	62	4.9%
Jeremy Kipling				3		4	1				8	0.6%
Other Write-ins	0	1	6	2	2	1	0	5	5	1	23	
Blanks	136	388	489	405	362	523	502	548	539	564	4,456	
Total	258	684	852	726	612	906	930	912	876	912	7,668	
<b>Question 1</b>												
Yes	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>Total</b>	<b>%</b>
Yes	35	91	118	95	86	119	131	121	117	117	1,030	80.6%
No	6	20	10	22	12	22	16	20	22	30	180	14.1%
Blanks	2	3	14	4	4	10	8	11	7	5	68	
Total	43	114	142	121	102	151	155	152	146	152	1030	

## Town Meeting

**Precinct 1 - Vote 6 for 3 years, 1 for 2 years, 3 for 1 year**

Joel B. Chase	32
Jonathan D. Kane	32
Milan Raj	5
Karen Taufman-Walker	2
Amy Elizabeth	1

**Precinct 2 - Vote 6 for 3 years**

B. Patrick Conaway	85
David J. Coffey	83
David J. Gallo	82
Christine M. Therrien	79
Richard T. Montros	77
Scott B. Spiegel	76

**Precinct 3 - Vote 6 for 3 years**

Carol A. Delehanty	98
Charles A. Grady	95
Donna M. McKenzie	86
Don Branson	86
Suzanne E. Ianni	82
John Wadsworth	77
William Schoenig	67

**Precinct 4 - Vote 6 for 3 years, 1 for 1 year**

Rhonda J. Garvin-Conaway	88
Diane L. Floyd	78
Firkins Reed	78
Nancy B. Nottonson	77
Francoise Jeanine Nemorin	76
Peter A. Nottonson	74
Nicolas Peter Hoey	72

**Precinct 5 - Vote 6 for 3 years, 1 for 1 year**

Robert A. Weithman	73
Nancy L. Devereaux	72
Lawrence L. Drolet	67
Diane V. Vabulas	67
Todd M. Gillenwater	66
David F. Dorent	65
Jay H. Ball	25

**Precinct 6 - Vote 6 for 3 years**

Jeremy Kipling	86
Jennifer Paige Adams	75
Michael F. Linehan	74
Richard C. Stephen	73
Tony Lista	69
Joni M. Factor	65
David Gasser	57
Gregory J. Kinchla	46

**Precinct 7 - Vote 6 for 3 years, 1 for 1 year**

Paul B. Griesmer	114
Elaine B. Ostroff	114
Brian P. Fay	106
Patricia Sciarra	105
Emily E. Diesl	104
Edward Close	102
Gregory E. Grehn	6

**Precinct 8 - Vote 6 for 3 years, 1 for 1 year**

Susan G. Salamoff	83
Richard Philben	82
Alayna M. Van Tassel	79
Daniel M. Sullivan	78
Peter G. Hodge	76
James Lawrence-Archer	71
Danielle S. Witherby	70
Stephen Henry Couchara	58

**Precinct 9 - Vote 6 for 3 years**

Lawrence W. Forshner	98
Charlotte M. Hannon	97
Heather S. Seiche	97
Marc D. Erickson	95
Ryan P. McCarthy	91
David W. Mangan	3

**Precinct 10- Vote 6 for 3 years**

Rose A. McDermott	110
Andrew Patrick Hayes	105
Alan Roseman	105
Beverly G. Rich	101
John Mangino	93
William J. Proia, Jr.	4



Prec	Last	First	4/9	4/11	4/23	4/25	4/30	10/15	10/17	10/22	10/24	10/29	11/5	11/7	11/12	11/14
1	Adams	Andrea	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1	Blaha	Michael D.	Y	y	Y	y	-	Y	Y	Y	Y	Y	Y	Y	Y	-
1	Chase	Joel B.	Y	-	-	y	Y	-	-	-	Y	Y	Y	-	-	Y
1	Elizabeth	Amy	Y	-	Y	y	Y	Y	Y	Y	Y	Y	Y	-	-	-
1	Gols	Lorie K.	-	-	-	-	-	-	-	-	Y	-	-	-	-	-
1	Kane	Jonathan D.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1	Morrison	Angus	Y	y	-	-	Y	-	-	-	-	-	-	-	-	-
1	Parikh	Stacey L.	Y	-	-	-	ned 4/2	-	-	-	-	-	-	-	-	-
1	Raj	Milan	Y	y	Y	y	Y	Y	-	Y	Y	Y	Y	Y	-	Y
1	Roberts	Allison	Y	-	Y	-	Y	-	-	-	-	Y	-	Y	-	Y
1	Senatore	Marianne	Y	-	-	-	Y	Y	-	Y	Y	Y	Y	-	-	-
1	Zimmerman	Stuart	Y	y	Y	y	-	Y	Y	Y	-	Y	-	Y	Y	-
2	Berelowitz	Saul	-	y	Y	-	-	-	Y	Y	Y	-	Y	Y	-	Y
2	Bessonova	Leona	Y	y	Y	y	-	Y	Y	Y	Y	Y	Y	Y	Y	-
2	Coffey	David J.	-	y	Y	y	-	-	Y	Y	-	Y	Y	Y	Y	Y
2	Conaway	B. Patrick	-	y	Y	y	Y	Y	-	Y	Y	-	Y	Y	Y	Y
2	Culkin	John	Y	y	Y	y	Y	Y	Y	Y	Y	-	-	-	-	-
2	Dellarocca	Paul L.	Y	y	Y	y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Doig Jr.	Alfred R.	Y	y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y
2	Frattaruolo	Rebecca She	Y	Y	-	y	Y	Y	Y	Y	Y	Y	-	Y	-	-
2	Gallo	David J.	-	-	-	-	-	Y	-	Y	Y	Y	-	Y	-	Y
2	Grome	William					Y	Y	Y	Y	Y	Y	Y	Y	-	-
2	McArdle	Sophanny K.	-	y	-	y	-	-	-	Y	-	-	Y	-	-	-
2	Montross	Lynne	Y	-	-	y	-	Y	Y	Y	-	Y	-	Y	y	-
2	Montross	Richard T.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Robb	Stephen Edw	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	Spiegel	Scott	-	y	-	-	Y	-	-	-	Y	-	Y	-	-	-
2	Strout	Stephen M.	Y	y	-	-	-	Y	Y	Y	-	Y	Y	-	Y	-
2	Therrien	Christine M.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
2	Wirkala	Jennifer Davi	-	-	Y	y	Y	-	-	Y	Y	Y	Y	-	Y	Y
3	Blair	Brendan B.	Y	y	-	-	Y	-	-	Y	-	-	-	-	-	-
3	Branson	Don	Y	y	Y	y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y
3	Casey	Donna Volpe	Y	y	Y	y	Y	Y	-	Y	Y	Y	Y	Y	Y	-
3	Delehanty	Carol A.	Y	y	-	y	Y	-	Y	Y	-	Y	-	-	-	-
3	Egnaczyk	Jeffrey B.	Y	y	Y	y	Y	Y	Y	-	Y	Y	Y	Y	-	-
3	Fishman	David H.	Y	y	-	y	-	Y	-	Y	Y	Y	-	-	-	-

<u>Prec</u>	<u>Last</u>	<u>First</u>	<u>4/9</u>	<u>4/11</u>	<u>4/23</u>	<u>4/25</u>	<u>4/30</u>	<u>10/15</u>	<u>10/17</u>	<u>10/22</u>	<u>10/24</u>	<u>10/29</u>	<u>11/5</u>	<u>11/7</u>	<u>11/12</u>	<u>11/14</u>
3	Grady	Charles A.	Y	y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Greenberg	Brian J.	-	y	Y	Y	-	Y	Y	-	-	Y	-	-	-	-
3	Healey	Robert M.	-	-	-	-	Y	-	-	Y	-	-	Y	Y	Y	-
3	Ianni	Suzanne E.	Y	y	Y	y	-	Y	-	-	Y	Y	Y	Y	Y	Y
3	Jones III	Edward L.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	Kuhn	Judith A.	Y	y	Y	-	-	Y	Y	Y	Y	-	Y	Y	-	-
3	Kuhn	Leonard P.	Y	y	Y	y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	McDonough	Julie M.	Y	-	-	y	-	Y	Y	Y	Y	-	-	Y	-	-
3	McKenzie	Donna M.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
3	Meyer	Andrew J.	Y	y	-	-	Y	Y	-	Y	Y	Y	Y	Y	Y	Y
3	Wadsworth	John	Y	y	-	y	Y	Y	Y	Y	Y		Y	Y	Y	Y
3	Whitney	Bruce D.	-	y	Y	-	-	-	-	-	-	-	-	-	-	-
4	Balsam	Moire V.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Coburn Jr.	Dirk	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Donovan III	John A.	-	y	-	y	-	-	-	-	-	-	-	-	-	-
4	Floyd	Diane	Y	y	-	-	Y	Y	-	Y	Y	-	-	-	-	Y
4	Freedman	Jonathan H.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Garvin-Conaw	Rhonda J.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
4	Gorseth	Elise	Y	y	Y	y	Y	Y	Y	Y	Y	-	Y	Y	-	Y
4	Hoey	Nicolas Peter	Y	y	Y	y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
4	Kruczynski	Christina E.	Y	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Landry	Douglas L.	-	-	-	y	Y	-	-	-	Y	Y	Y	-	-	-
4	Nemorin	Francoise Jean	Y	y	-	y	-	-	-	-	-	-	-	-	-	-
4	Nottonson	Nancy B.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	-	-	Y	-
4	Nottonson	Peter A.	Y	y	Y	-	Y	Y	Y	Y	Y	Y	-	-	Y	-
4	Reed	Firkins	-	-	Y	y	Y	-	-	Y	-	-	Y	Y	-	Y
4	Sanchez	Barbara Fahren	Y	y	Y	y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
4	Sanchez	Frank H.	Y	y	Y	y	Y	Y	-	Y	Y	Y	-	Y	Y	Y
4	Schellenberg	Catherine	-	-	Y	y	Y	-	-	-	-	-	-	-	-	-
4	Szretter	Jeanette	Y	y	Y	y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y
5	Ball	Erica E.	Y	y	Y	y	Y	Y	Y	Y	y	Y	Y	Y	y	Y
5	Ball	Jay H.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	y	Y
5	Devereaux	Nancy	Y	y	Y	y	Y	Y	Y	Y	-	Y	Y	Y	-	Y
5	Dorant	David	-	-	-	-	-	-	-	-	-	Y	-	-	-	-
5	Drolet	Lawrence L.	Y	y	Y	y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
5	Eschtruth	Andrew D.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	-	-	Y	Y



Prec	Last	First	4/9	4/11	4/23	4/25	4/30	10/15	10/17	10/22	10/24	10/29	11/5	11/7	11/12	11/14
5	Flynn	Amy K.	Y	-	-	-	Y	Y	-	-	Y	-	-	-	-	-
5	Gillenwater	Todd M.	Y	y	Y	y	-	Y	Y	Y	Y	Y	Y	Y	Y	-
5	Joyce	Kathleen C.	Y	-	Y	y	-	-	Y	Y	-	-	-	-	-	-
5	Luke	Andrew W.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	y	Y
5	Massey	Deana Jean	-	y	Y	y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
5	McPherson	Kelly	Y	-	-	y	Y	-	-	-	-	-	-	-	-	Y
5	Merkowitz	Harriet S.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Munnich	Julian J.	Y	y	-	-	-	Y	Y	Y	Y	Y	-	Y	Y	Y
5	Swartz	Charlotte	-	-	Y	-	-	Y	-	-	Y	-	Y	-	-	Y
5	Vabulas	Diane V.	-	-	-	-	-	-	Y	ned 10/	-	-	-	-	-	-
5	Wiethman	Robert A.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Yang	Kenneth E.	Y	-	-	y	-	-	Y	-	-	Y	Y	Y	Y	-
6	Adams	Jennifer Paig	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
6	Broekel	Peggy R.	-	y	Y	y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
6	Cheeseman-M	Ellen	-	y	Y	y	Y	-	Y	Y	Y	-	Y	-	Y	Y
6	Connolly	Paul E.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	DiMasi	Nicholas S.	-	-	Y	y	Y	Y	-	Y	-	-	-	-	-	-
6	Factor	Joni M.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	-	-	Y
6	Foss	Charlene B.	Y	-	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Foster	Karen A.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Gath	William F.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
6	Kahn	David	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Kipling	Jeremy	Y	y	Y	y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y
6	Linehan	Michael F.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	-	-	Y	Y
6	Lista	Tony	-	y	Y	y	-	-	Y		Y	Y	Y	Y	Y	Y
6	Mitchell	Mary (Staci)	Y	y	Y	-	Y	-	Y	Y	Y	Y	Y	Y	Y	-
6	Northgraves	Nancy A.	Y	y	-	-	Y	Y	-	-	Y	Y	Y	Y	Y	Y
6	Ostroff	Jeanne Willia	Y	-	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	-	-
6	Ostroff	Joshua	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	-	-
6	Stephen	Richard	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Bystrynski	Craig A.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
7	Close	Edward	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Diesl	Emily E.	Y	y	Y	y	Y	Y	Y	Y	-	Y	-	Y	-	Y
7	Evans	Bruce T.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Evans	Teresa M.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Fay	Brian P.	Y	y	Y	y	Y	Y	Y	Y	Y	-	Y	Y	-	-

Prec	Last	First	4/9	4/11	4/23	4/25	4/30	10/15	10/17	10/22	10/24	10/29	11/5	11/7	11/12	11/14
7	Gloff	Carol A.	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y
7	Grehn	Gregory E.	Y	y	Y	y	-	Y	Y	Y	Y	-	Y	Y	Y	Y
7	Griesmer	Paul B.	Y	y	-	y	Y	Y	Y	-	Y	-	Y	Y	-	Y
7	Haugland	Henry W.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
7	Jackson	Evelyn	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	y	Y
7	Jennett Jr.	Richard	Y	Y	Y	y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Larson	Heidi J.	Y	Y	Y	y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
7	Ostroff	Elaine B.	Y	y	-	y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
7	Sciarra	Patricia	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	y	Y
7	Stygles	Edward J.	Y	y	Y	y	Y	-	-	-	-	-	-	-	-	-
7	Wollschlager	Linda	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Zeltner	Tara Hopper	-	-	-	-	-	Y	Y	Y	-	Y	-	-	-	-
8	Alfano	William P.	Y	y	Y	-	Y	Y	-	-	-	Y	Y	-	Y	-
8	Boardman	Adam I.	Y	y	Y	-	Y	Y	-	Y	Y	Y	Y	-	Y	Y
8	Couchara	Stephen				appt 10/15		Y	-	-	Y	Y	-	-	Y	-
8	Filledes	Tass	-	-	-	-	Y	Y	-	-	-	-	-	-	-	-
8	Glater	Glen B.	Y	Y	-	-	Y	Y	Y	Y	Y	Y	Y	-	Y	-
8	Hanna	Sara R.	Y	-	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Hawley	Glynn E.	Y	-	-	-	-	Y	-	Y	Y	-	Y	-	Y	-
8	Hodge	Peter G.	Y	y	Y	-	Y	Y	-	-	Y	Y	Y	Y	Y	Y
8	Hubbard	Thomas E.	Y	y	-	-	Y	Y	Y	-	-	-	-	Y	Y	Y
8	Lawrence-Arch	James	Y	y	Y	y	Y	-	-	-	Y	-	-	Y	Y	Y
8	Moore	Bradford A.	-	-	Y	-	-	-	-	-	-	-	-	-	-	-
8	Philben	Richard	Y	y	-	y	Y	ned 10/	-	-	-	-	-	-	-	-
8	Salamoff	Susan G.	Y	-	Y	y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y
8	Sidney	Richard	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Sullivan	Daniel M.	Y	y	-	-	-	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Van Tassel	Alayna	Y	y	-	y	-	-	Y	-	-	-	-	-	-	-
8	Vitarelli	Gregory R.	-	-	Y	y	Y	Y	Y	-	-	Y	Y	-	-	-
8	Weisse	Joseph	Y	y	Y	y	Y	Y	-	Y	Y	Y	-	-	-	-
8	Witherby	Danielle S.	-	-	-	y	Y	-	-	-	-	-	-	-	-	-
9	Collins	Cathleen M.	Y	y	-	-	-	Y	-	Y	Y	Y	Y	-	-	-
9	DeLanders	Robert V.	Y	y	Y	-	-	Y	Y	-	Y	-	Y	-	-	-
9	Duffy	James C.	-	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Erickson	Marc D.	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	-	Y	-	Y
9	Ferretti	Michelle L.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-



<u>Prec</u>	<u>Last</u>	<u>First</u>	<u>4/9</u>	<u>4/11</u>	<u>4/23</u>	<u>4/25</u>	<u>4/30</u>	<u>10/15</u>	<u>10/17</u>	<u>10/22</u>	<u>10/24</u>	<u>10/29</u>	<u>11/5</u>	<u>11/7</u>	<u>11/12</u>	<u>11/14</u>
9	Forshner	Lawrence	Y	y	Y	-	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
9	Friswell	Donald P.	Y	y	-	-	-	Y	-	Y	Y	Y	Y	Y	Y	Y
9	Hannon	Charlotte M.	-	-	Y	Y	Y	-	Y	-	-	-	-	-	-	-
9	Johnson	Edward A.	Y	y	-	-	Y	Y	Y	Y	Y	-	-	-	Y	-
9	Keith	Kevin C.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	LaFleur	Sandy	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Mangan	David W.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	McCarthy	Ryan P.	Y	y	Y	y	Y	Y	-	Y	Y	Y	-	-	Y	-
9	Miller	Theresa M.	Y	y	Y	y	Y	Y	Y	-	-	Y	Y	Y	Y	Y
9	Pilat	Heather M.	Y	Y	Y	y	Y	Y	Y	Y	Y	Y	-	Y	-	Y
9	Potter	Jennifer S.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Seiche	Heather S.	-	-	Y	y	Y	-	Y	Y	Y	Y	-	Y	Y	Y
9	Williamson	James M.	Y	y	-	y	-	Y	Y	Y	Y	Y	Y	Y	-	Y
10	Awkward	Robert J.	Y	y	Y	-	Y	Y	Y	-	Y	-	Y	Y	-	-
10	Bacon	Kathleen	-	-	Y	y	-	Y	-	Y	-	Y	-	-	-	-
10	Beaumont	Saul S.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
10	Berkowitz	Adam M.	-	-	-	-	Y	Y	-	-	-	-	-	-	-	-
10	Cotter	John J.	Y	-	-	-	Y	-	-	-	-	-	-	-	-	-
10	Doherty	Edward J.	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
10	Hayes	Andrew Patri	Y	y	Y	y	Y	Y	-	-	-	-	Y	Y	Y	Y
10	Kessel	Martin	Y	y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Krentzman	David A.	-	-	Y	y	Y	-	-	Y	Y	Y	Y	Y	Y	Y
10	Leese	Reginald S.	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Lutin	Dina L.	-	-	-	-	Y	-	-	-	-	-	-	-	-	-
10	Mangino	John M.	Y	y	Y	y	Y	Y	Y	Y	Y	-	Y	-	Y	Y
10	McDermott	Rose A.	Y	y	-	-	-	Y	Y	Y	Y	Y	-	-	Y	-
10	Pierce	Jerry L.	Y	y	Y	y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y
10	Proia Jr.	William J.	Y	y	-	y	Y	Y	-	-	Y	-	-	-	Y	-
10	Rich	Beverly G.	-	y	Y	y	Y	Y	-	Y	Y	Y	Y	Y	-	-
10	Rosenman	Alan L.	Y	y	Y	y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y
10	Shea	Susan A.	Y	-	-	y	Y	-	Y	Y	-	Y	-	-	-	-
		TOTAL:	129	123	114	119	123	126	109	121	119	113	107	97	99	94

**WARRANT  
SPRING ANNUAL TOWN MEETING  
APRIL 9, 2019**

THE COMMONWEALTH OF THE MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:  
Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Natick High School, Natick on **Tuesday Evening April 9, 2019 at 7:30 PM**, then and there to act on the following Articles:

- |            |  |
|------------|--|
| Article 1  | Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements |
| Article 2  | Committee Article  |
| Article 3  | Elected Officials Salary   |
| Article 4  | Personnel Board Classification and Pay Plan                                    |
| Article 5  | Collective Bargaining  |
| Article 6  | Amend Agreement for the South Middlesex Regional Vocational School District    |
| Article 7  | Fiscal 2019 Omnibus Budget   |
| Article 8  | Fiscal 2020 Omnibus Budget   |
| Article 9  | Fiscal 2020 Morse Institute Library Budget                                     |
| Article 10 | Fiscal 2020 Bacon Free Library Budget  |
| Article 11 | School Bus Transportation Subsidy  |
| Article 12 | Revolving Funds  |
| Article 13 | Establish Town Meeting Practices and Rules Committee                           |
| Article 14 | Capital Equipment  |
| Article 15 | Capital Improvement  |
| Article 16 | Alteration of Layout of North Main Street (Route 27) and Adjacent Streets      |
| Article 17 | Camp Mary Bunker Dedication  |
| Article 18 | Fox Hill Drive Sewer Betterment  |
| Article 19 | Increase Personal Exemption Amounts  |
| Article 20 | Home Rule Petition: Means Tested Senior Tax Exemption                          |
| Article 21 | Amend By-law Article 22: Town Counsel  |
| Article 22 | Establish a Study Committee Regarding the Services of Town Counsel             |
| Article 23 | Add By-Law Article 72D: Short Term Rentals                                     |
| Article 24 | Amend Historic Preservation Zoning By-Law                                      |
| Article 25 | Amend Zoning By-Laws: Wireless Communication Facility                          |
| Article 26 | Amend Definition of "Dog Kennel" as Used in Zoning Bylaws                      |
| Article 27 | Amend Dog Kennel Zoning  |
| Article 28 | Establish Study Committee: Town of Natick Land Area                            |

Given under our hands this 11th day of February, 2019.

s/ Amy K. Mistrot  
Amy K. Mistrot  
Chair

s/ Susan G. Salamoff  
Susan G. Salamoff  
Vice Chair

s/ Michael J. Hickey, Jr.  
Michael J. Hickey, Jr.  
Clerk

s/ Jonathan Freedman  
Jonathan Freedman  
Member

s/ Richard P. Jennett, Jr.  
Richard P. Jennett, Jr.  
Member

**Board of Selectmen for the Town of Natick**



Articles were heard on the following sessions:

First Session – April 9<sup>th</sup>: Articles 1, 7, 8 (Motions A1 & A2), 12, 17, 19

Second Session – April 11<sup>th</sup>: Article 8 (Motions B – H1)

Third Session – April 23<sup>rd</sup>: Articles 2, 6, 8 (Motions H2, I1 & I2), 15, 16, 18

Fourth Session – April 25<sup>th</sup>: Articles 3, 9, 10, 11, 13, 14, 20, 21, 22, 23, 24, 25

Fifth Session – April 30<sup>th</sup>: Articles 4, 5, 26, 27, 28

**2019 Spring Annual Town Meeting  
Fine and Performing Arts Center  
Marshall Lebowitz Town Meeting Room  
Natick High School  
April 9, 2019, First Session**

The First Session of the 2019 Spring Annual Town Meeting was called to order at 7:45 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the First Session of 2019 Spring Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the Town's official record. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; after the oath of office the Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator recognized a dignitary the Honorable State Senator, Becca Rausch. The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen; John Townsend, Assistant Town Administrator for Finance will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town, town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions", found in the Natick By-Laws, the Town Meeting Member Handbook and *Town Meeting Time*. Any person having a monetary or equitable interest in any matter under

discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. Without objection, the preceding statements were accepted as rules of 2019 Spring Annual Town Meeting.

The rules were entered into the record without objection. The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Sidney, seconded by Mr. Gath to waive reading the text of all 2019 Spring Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. *The motion passed unanimously (by hand count).*

The Moderator proposed a consent agenda and proposed the following rule motion. Moved by Mr. Evans, seconded by Mr. Hayes that a Consent Agenda shall be in order during the first session of this Spring Annual Town Meeting; provided, however that the Moderator must ensure that said motion is published in the Finance Committee Recommendation Book which is required to be provided at least seven (7) days prior to the opening of the first session of this Spring Annual Town Meeting. The Moderator shall propose to Town Meeting Members a "Consent Agenda" in the form of a motion listing all articles and respective motions which (based on the advice of the Finance Committee, Town Clerk and Town Counsel) the Moderator deems to be non-controversial. At said first session of the meeting, seven (7) Town Meeting Members may be recognized by the Moderator so that any article shall be removed from the Consent Agenda and debated and voted upon in accordance with the provisions of Town Meeting Rules and practices. All articles remaining in the Consent Agenda shall then be voted upon by a single 2/3 vote without sponsor presentation or debate.

The Moderator explained the purpose of this motion and that if the motion passes then Town Meeting will move forward with a specific motion for this meeting. Mr. Connolly moved, seconded by Mr. Philben that in the first sentence, after the semicolon, insert the words "provided, however, that any new Town Meeting rules and practices needed to implement the Consent Agenda process are first approved by vote of Town Meeting; and further". *The amendment to the main motion failed (20-101-5). The consent agenda motion passed (120-4-2).*

The Moderator read each Article number and title allowing for seven or more Town Meeting Members to stand and call out hold on any proposed article within the printed Consent Agenda Motion. *Article 5 was removed from the Consent Agenda motion given more than seven (7) members recognized by the Moderator requesting that such article be removed. The consent agenda motion then included Articles 1, 7, 12, 17 and 19.*

Moved by Mr. Jennett, seconded by Mr. Gath that the Town take Articles 1, 7, 12, 17 and 19 out of order and that they be "Passed by Consent" in accordance with the Motions published in the Consent Agenda distributed in the Finance Committee Book of Recommendations.

#### **ARTICLE 1 – Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements: Town Administrator**

**MOTION:** Move that the Town vote to authorize the Board of Selectmen, during Fiscal Year 2020, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen, subsequent to a public hearing, during Fiscal Year 2020 to abandon or relocate easements acquired for any of the foregoing purposes.

#### **ARTICLE 7 – Fiscal 2019 Omnibus Budget: Town Administrator**

**MOTION:** Move no action with regard to the subject matter of Article 7.



**ARTICLE 12 – Revolving Funds: Town Administrator**

**MOTION:** Move that the Town vote to reauthorize the following maximum expenditures from the listed revolving funds, established by the Town of Natick Bylaws, Article 41A, during the fiscal year beginning July 1, 2019, pursuant to Chapter 44, "53E 1/2 of the Massachusetts General Laws, as follows:

Revolving Fund entitled DPW Vehicles, under the supervision of the Director of Public Works and the Town Administrator, up to and including \$200,000; and,

Revolving Fund entitled Morse Institute Library Maintenance and Purchase of New Books and Related Materials, under the supervision of the Library Trustees, up to and including \$85,000; and,

Revolving Fund entitled Morse Institute Library Maintenance and Repair of Library Facilities and Equipment, under the supervision of the Library Trustees, up to and including \$25,000; and,

Revolving Fund entitled Community-Senior Center Rental, Maintenance and Improvement Projects, under the supervision of the Town Administrator, up to and including \$75,000; and,

Revolving Fund entitled Flu Clinics, Immunization Programs, Pandemics and Emergency Preparedness, under the supervision of the Board of Health, up to and including \$40,000; and,

Revolving Fund entitled Community-Senior Center Programs and Activities, under the supervision of the Council on Aging, up to and including \$95,000; and,

Revolving Fund entitled Tobacco Control Programs and Enforcement, under the supervision of the Board of Health, up to and including \$25,000; and,

Revolving Fund entitled Energy Conservation and Renewable Energy Projects, under the supervision of the Town Administrator, up to and including \$25,000; and,

Revolving Fund entitled Tax Takings or Tax Title Foreclosures, under the supervision of the Finance Director, up to and including \$100,000; and,

Revolving Fund entitled Curbside Compost Collection Program, under the supervision of the Town Administrator, up to and including \$20,000.

**ARTICLE 17 – Camp Mary Bunker: Town Administrator**

**MOTION:** Move that the Town vote to dedicate property, commonly known as Camp Mary Bunker, as described in a deed recorded with the Middlesex South Registry of Deeds at Book 15706, Page 22, subject to the terms and conditions set forth in an Agreement recorded with said Registry of Deeds at Book 15706, Page 26, and modified to include a sidewalk to be constructed thereon as part of the North Main Street (Route 27) improvement project, to be protected under Article 97 of the Articles of Amendment to the Massachusetts Constitution.

**ARTICLE 19 – Increase Personal Exemption Amounts: Board of Assessors**

**MOTION:** Move that the Town vote to increase the Personal Exemption Amounts by 57.5% under the provisions of Chapter 73 of the Acts of 1986 as amended by Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person.)

*The consent agenda motion passed by a two-thirds vote (124-1-2).*

Moved by Mr. Jennett, seconded by Mr. Freedman to advance articles 8, 15 and 14 as the first order of business and that articles 3-5 and 9-11 shall follow those. Ms. Malone spoke to this motion. *This motion passed by a two-thirds vote (119-3-2).*

Moved by Mr. Kahn, seconded by Mr. Philben to postpone consideration of Article 18 until the first order of business on Tuesday, April 23, 2019. *The motion passed by majority vote (119-8-0).*

Moved by Mr. Hayes, seconded by Ms. Collins to postpone Articles 6, 16 and 2 until the second order of business on Tuesday, April 23, 2019. *The motion passed by majority vote (122-5-1).*

#### **ARTICLE 8: Fiscal 2020 Omnibus Budget (Town Administrator)**

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2020 (July 1, 2019 to June 30, 2020), and to provide for a reserve fund for Fiscal Year 2020; or to otherwise act thereon.

Ms. Malone, Town Administrator, gave a presentation on the budget prior to placing any motions on the floor. The Moderator requested additional time beyond ten minutes.

#### **FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

ARTICLE 8, A1	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 19, 2019	Favorable Action	14-0-0

#### **Motion A1**

Moved by Mr. Evans, seconded by Mr. Hayes

**Motion A1: Requires majority vote**

**Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the Natick Public Schools**

<b>Salaries &amp; Expenses</b>	\$67,810,346
<b>Total Natick Public Schools</b>	<b>\$67,810,346</b>

**And that the above Total Budget Amount be raised from the following sources:**

<b>Local Receipts</b>	\$684,572
<b>Tax Levy of Fiscal Year 2020</b>	\$67,125,774

Dr. Nolin, Superintendent, Natick Public Schools, gave a presentation on the proposed FY 2020 budget for the Natick Public Schools. Discussion ensued on this motion. *Motion A1 under Article 8 passed by majority vote (115-2-0).*

The Finance Committee recommends the following action:

ARTICLE 8, A2	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 19, 2019	Favorable Action	14-0-0

Mr. Jonathan Evans, Superintendent of the South Middlesex Regional School District made a presentation on this motion.

**Motion A2: Moved by Mr. Evans, seconded by Mr. Hayes**



**Motion A2: (Requires majority vote)**

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown below, said funds are to be expended under the direction of the School Committee:

South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)

<b>Expenses (Assessment)</b>	<b>\$1,554,748</b>
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<b>Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)</b>	<b>\$1,554,748</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	<b>\$1,554,748</b>
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*Motion A2 under Article 8 passed by majority vote (102-1-0).*

Mr. Sidney moved seconded by Mr. Coburn to adjourn. *The motion to adjourn passed by majority vote. The meeting adjourned at 10:35 PM until Thursday, April 11, 2019 at 7:30 PM.*

A record of the First Session of  
2019 Spring Annual Town Meeting  
April 9, 2019

\_\_\_\_\_  
Diane Packer, Town Clerk

**2019 Spring Annual Town Meeting  
Fine and Performing Arts Center  
Marshall Lebowitz Town Meeting Room,  
Natick High School  
April 11, 2019, Second Session**

The Second Session of the 2019 Spring Annual Town Meeting was called to order at 7:40 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2019 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; after the oath of office the Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen; John Townsend, Assistant Town Administrator for Finance will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Spring ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

**ARTICLE 8: Fiscal 2020 Omnibus Budget (Town Administrator)**

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2020 (July 1, 2019 to June 30, 2020), and to provide for a reserve fund for Fiscal Year 2020; or to otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

ARTICLE 8, Motions	DATE VOTED	MOTION	QUANTUM OF VOTE
B1 and B2	March 19, 2019	Favorable Action	14-0-0

**MOTION B1**

Motion B1 was moved by Mr. Evans seconded by Mr. Hayes.



Motion B1: (Requires majority Vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating

**Emergency Management**

<b>Expenses</b>	\$39,100
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<b>Total Emergency Management</b>	\$39,100
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**Parking Enforcement**

Salaries	\$114,144
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Expenses	\$89,833
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<b>Total Parking Enforcement</b>	\$203,977
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**Police**

Salaries	\$7,177,380
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Expenses	\$263,813
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<b>Total Police</b>	\$7,441,193
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**Total Budget Amount for Motion B1**

<b>\$7,684,270</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$7,604,270
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Parking Meter Revenues	\$80,000
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*Motion B1 under Article 8 passed by majority vote (104-9-2).*

Motion B2 moved by Mr. Evans, seconded by Mr. Hayes

**Motion B2: (Requires majority vote)**

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

**Fire**

Salaries	\$8,696,846
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Expenses	\$187,600
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<b>Total Fire</b>	\$8,884,446
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**Total Budget Amount for Motion B2**

<b>\$8,884,446</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$8,884,446
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*Motion B2 under Article 8 passed unanimously (115-0-1).*

**FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

ARTICLE 8,	DATE VOTED	MOTION	QUANTUM OF VOTE
Motion C, D	March 19, 2019	Favorable Action	14-0-0

Motion C was moved by Mr. Evans, seconded by Mr. Hayes:

**Motion for Section C : (Requires a majority vote)**

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

**Department of Public Works**

Salaries	\$3,897,254
Expenses	\$2,906,335
Municipal Energy	\$1,505,038
Snow & Ice	\$550,000
Total Department of Public Works	\$8,858,627

**Total Budget Amount for Motion C****\$8,858,627**

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$8,458,627
Local Receipts	\$400,000

*Motion C under Article 8 passed unanimously (116-0-0).*

Motion D was moved by Mr. Evans, seconded by Mr. Hayes

**Motion for Section D: (Requires majority vote)**

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the following departments:

**Community Services**

Salaries	\$1,417,228
Expenses	\$523,664
Total Community Services	\$1,940,892

**Board of Health**

Salaries	\$583,583
Expenses	\$87,000
Total Board of Health	\$670,583

**Total Budget Amount for Motion D:****\$2,611,475**

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$2,611,475
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*Motion D under Article 8 passed by majority vote (115-1-0).*

**FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

ARTICLE 8,	DATE VOTED	MOTION	QUANTUM OF VOTE
Motion E	April 4, 2019	Favorable Action	9-0-0

Motion E moved by Mr. Evans, seconded by Mr. Hayes

**Motion E: (Requires majority vote)**

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

<b>Board of Selectmen</b>	
Salaries	\$1,039,307
Expenses	\$1,505,050
Total Board of Selectmen	\$2,544,357
<b>Personnel Board</b>	
Expenses	\$1,000
Total Personnel Board	\$1,000
<b>Town Report</b>	
Expenses	\$4,100
Total Town Report	\$4,100
<b>Legal</b>	
Expenses	\$512,100
Total Legal Services	\$512,100
<b>Finance</b>	
Salaries	\$1,159,868
Expenses	\$422,330
Total Finance	\$1,582,198

Motion continued on next Page →

<b>Information Technology</b>	
Salaries	\$415,138
Expenses	\$1,024,000
Total Information Technology	\$1,439,138
<b>Town Clerk</b>	
Salaries	\$266,398
Expenses	\$51,150
Total Town Clerk	\$317,548
<b>Elections</b>	
Salaries (Registrars)	\$55,400
Expenses (Registrars)	\$55,100
Total Elections	\$110,500
<b>Sealer of Weights &amp; Measures</b>	
Salaries	\$30,400
Expenses	\$990
Total Sealer Weights/Meas.	\$31,390
<b>Community &amp; Economic Development</b>	
Salaries	\$878,618
Expenses	\$81,700
Total Community & Economic Development	\$960,318
<b>Total Budget Amount for Motion E</b>	
	<b>\$7,502,649</b>
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2020	\$7,502,649

Moved by Ms. McKenzie, seconded by Mr. Sidney to amend the main motion to reflect a \$4,600 increase in the Town Clerk's budget. So that the salary line item is \$270,998 from \$266,398. And that the total Town Clerk budget is \$322,148 from \$317,548 and the total budget under Motion E shall be \$7,507,249 and that the sum be raised from Tax Levy. *The amendment to the main motion passed by majority vote (72-38-5). The amended main Motion E under Article 8 passed by majority vote (107-8-2).*

**FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

ARTICLE 8,	DATE VOTED	MOTION	QUANTUM OF VOTE
Motion F	March 19, 2019	Favorable Action	14-0-0



Motion F was moved by Mr. Evans and seconded by Mr. Hayes

**Motion F: (Requires majority vote)**

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

<b>Finance Committee</b>	
Expenses	\$37,800
Total Finance Committee	\$37,800
<b>Commission on Disability</b>	
Expenses	\$750
Total Commission on Disability	\$750
<b>Natick Cultural Council</b>	
Expenses	\$700
Total Natick Cultural Council	\$700
<b>Historical Commission</b>	
Expenses	\$750
Total Historical Commission	\$750
<b>Historic District Commission</b>	
Expenses	\$550
Total Historic District Commission	\$550
<b>Affordable Housing Trust</b>	
Expenses	\$80,000
Total Affordable Housing Trust	\$80,000
<b>Total Budget Amount for Motion F</b>	<b>\$120,550</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
<b>Tax Levy of Fiscal Year 2020</b>	\$70,550
<b>Free Cash</b>	\$50,000
	<b>\$120,550</b>

*Motion F under Article 8 passed by majority vote (113-1-1).*

**FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

ARTICLE 8,	DATE VOTED	MOTION	QUANTUM OF VOTE
Motions G, H1	April 4, 2019	Favorable Action	9-0-0

Motion

G was moved by Mr. Evans, seconded by Mr. Hayes

**Motion G: (Requires majority vote)**

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees: Employee Fringe Benefits - Town Administrator; Property and Liability Insurance - Town Administrator; Contributory Retirement System Pension Liability - Collector/Treasurer; Non Contributory Retirement Pension Liability - Comptroller; Debt Service - Collector/Treasurer; Reserve Fund - Finance Committee; Facilities Management - Town Administrator & Superintendent of Public Schools.

**INSURANCES & BENEFITS****Employee Fringe**

Other Personnel Services	\$16,593,422
Other Personnel Services - Merit / Performance	\$150,000
Total Employee Fringe	\$16,743,422

**Property & Liability Insurance**

Purchased Services	\$807,150
Total Prop. & Liab. Insurance	\$807,150

**RETIREMENT****Contributory Retirement**

Pension Assessment	\$10,050,826
Total Contributory Retirement	\$10,050,826

**Non-Contributory Retirement**

Pensions	\$19,726
Total Non-Contributory Retirement	\$19,726

**DEBT SERVICE**

Expenses	\$16,260,482
Total Debt Service	\$16,260,482

**RESERVE FUND - FINANCE COMMITTEE**

Expenses	\$250,000
Total Reserve Fund	\$250,000

**FACILITIES MANAGEMENT****Facilities Management**

Salaries	\$2,756,119
Expenses	\$670,500
Total Facilities Management	\$3,426,619

**Total Budget Amount for Motion G****\$47,558,225**

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$12,802,464
State Aid	\$12,922,254
Local Receipts	\$16,736,968
Free Cash	\$1,800,000
Overlay Surplus	\$500,000
Water-Sewer User Fees	\$2,533,300
Golf User Fees	\$51,930
Premiums	\$88,142
School Building Assistance	\$123,167
	<b>\$47,558,225</b>

Moved by Mr. Griesmer, seconded by Ms. Collins to amend the sources of funds a) to reduce the use of Local Receipts from \$16,736,968 to \$15,786,968 and to add the use of \$950,000 from Capital Stabilization Fund keeping the total source of funds at \$47,558,225.

*The amendment to Motion G failed (39-68-7). Motion G under Article 8 passed by majority vote (105-5-1).*

Motion H1 was moved by Mr. Evans, seconded by Mr. Hayes.

**Motion H1: (Requires majority vote)**

**Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:**

**Water & Sanitary Sewer Operations**

Salaries	\$2,099,089
Expenses	\$7,935,672
Total Sanitary Sewer	\$10,034,761

**Utility Billing**

Salaries	\$107,981
Expenses	\$89,000
Total Utility Billing	\$196,981

**Fringe Benefits**

Expenses	\$880,690
Total Employee Benefits	\$880,690

**Water & Sewer Debt Service**

Principal	\$2,194,620
Interest	\$720,584
Total Debt Service	\$2,880,204

**Water & Sewer Reserve Fund**

Expenses	\$200,000
Total W & S Reserve Fund	\$200,000

<b>Total Budget Amount for Motion H1</b>	<b>\$14,227,636</b>
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**And that the above Total Budget Amount be raised from the following sources:**

<b>Water-Sewer User Fees</b>	<b>\$14,227,636</b>
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***Motion H1 under Article 8 passed unanimously (102-0-0).***

**FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

ARTICLE 8,	DATE VOTED	MOTION	QUANTUM OF VOTE
Motion H2	March 19, 2019	Favorable Action	14-0-0

Motion H2 was moved by Mr. Evans seconded by Mr. Hayes



**Water Sewer Staff Performing General Fund Functions**

GIS Services	- \$51,892
W/S Admin. Asst. - DPW	- \$28,758
W/S Admin. Asst. - Collector	- \$52,096
Snow and Ice Removal	- \$35,904
Subtotal - Water Sewer	- \$168,650

**Total Water and Sewer Indirect Costs****\$2,533,300****And that the sum of \$2,533,300.20 appropriated in the General Fund be raised from the following source:**

Water-Sewer User Fees	\$2,533,300
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After numerous points of order and discussion regarding the form and appropriateness of the motions printed in multiple publications of the Finance Committee, the Moderator accepted the motion to adjourn. Mr. Sidney moved seconded by Mr. Jennett to adjourn. *The motion to adjourn passed by majority vote. The meeting adjourned at 10:15 PM until Tuesday, April 23, 2019 at 7:30 PM.*

A record of the Second Session of  
2019 Spring Annual Town Meeting  
April 11, 2019

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Diane Packer, Town Clerk

**2019 Spring Annual Town Meeting  
Fine and Performing Arts Center  
Marshall Lebowitz Town Meeting Room,  
Natick High School  
April 23, 2019, Third Session**

The Third Session of the 2019 Spring Annual Town Meeting was called to order at 8:25PM after the dissolution of 2019 Special Town Meeting #1. All rules and procedures from previous sessions of 2019 Spring Annual Town Meeting remain in effect.

Mr. Evans and Mr. Hayes withdrew the motion for Motion H2 under Article 8 that was made on April 11, 2019.  
*The withdrawal motion was accepted without objection.*

**ARTICLE 8: Fiscal 2020 Omnibus Budget (Town Administrator)**

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2020 (July 1, 2019 to June 30, 2020), and to provide for a reserve fund for Fiscal Year 2020; or to otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

ARTICLE 8, Motion H2	DATE VOTED March 19, 2019	MOTION Favorable Action	QUANTUM OF VOTE 14-0-0
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Motion H2 was moved by Mr. Evans seconded by Mr. Hayes

<b>Motion H2: (Requires majority vote)-</b>	
<b>Water/Sewer Indirect Cost Allocations</b>	
<b>Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:</b>	
<b>ALLOCATIONS</b>	<b>TOTAL</b>
DPW Administration	\$168,373
Engineering Services	\$326,740
Equipment Maintenance	\$435,477
Highway Sanitation Recycling	\$277,856
Facility Maintenance	\$84,586
Public Safety	\$161,304
Finance – Administration	\$235,645
Town Administration	\$169,631
Community Development	\$106,337
Information Technology	\$141,127
Procurement	\$32,253
Human Resources	\$5,983
Legal Services	\$58,815
Property & Liability Insurance	\$283,589
Utilities	\$56,224
Vehicle Fuel	\$158,010
Sub Total - General Fund	\$2,701,950

<b>Water Sewer Staff Performing General Fund Functions</b>	
GIS Services	-\$51,892
W/S Admin. Asst. – DPW	-\$28,758
W/S Admin. Asst. – Collector	-\$52,096
Snow and Ice Removal	-\$35,904
Subtotal - Water Sewer	-\$168,650
<b>Total Water and Sewer Indirect Costs</b>	<b>\$2,533,300</b>
<b>And that the sum of \$2,533,300 appropriated in the General Fund be raised from the following source:</b>	
<b>Water-Sewer User Fees</b>	<b>\$2,533,300</b>

*Motion H2 passed unanimously (112-0-1).*

#### FINANCE COMMITTEE RECOMMENDATION

ARTICLE 8,	DATE VOTED	MOTION	QUANTUM OF VOTE
Motion I1 and I2	March 19, 2019	Favorable Action	14-0-0

Motion I1 was moved by Mr. Evans seconded by Mr. Hayes

<b>Motion I1: (Requires majority vote)</b>	
<b>Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:</b>	
<b>Sassamon Trace Operations</b>	
Salaries	\$318,362
Expenses	\$296,342
<b>Total GC Operations</b>	<b>\$614,704</b>
<b>Sassamon Trace Fringe Benefits</b>	
Other Personal Services	\$54,844
Other - Retirement Assessment	\$12,639
<b>Total GC Fringe Benefits</b>	<b>\$67,483</b>
<b>Sassamon Trace Debt Service</b>	
Principal	\$196,540
Interest	\$45,101
<b>Total GC Debt Service</b>	<b>\$241,641</b>
<b>Golf Reserve Fund</b>	
Expense	\$20,000
Total Golf Reserve Fund	\$20,000
<b>Total Budget Amount for Motion I</b>	<b>\$943,828</b>
<b>And that the above <u>Total Budget Amount</u> be raised from the following sources:</b>	
<b>Tax Levy of Fiscal Year 2020</b>	<b>\$240,000</b>
<b>Golf User Fees</b>	<b>\$703,828</b>
	<b>\$943,828</b>

*Motion I1 under Article 8 passed by majority vote (104-7-1).*

Motion I2 was moved by Mr. Evans seconded by Mr. Hayes



<b>Motion I2:(Requires Majority Vote)</b>	
Sassamon Trace Enterprise Fund Indirect Allocations	
<b>Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:</b>	
<b>ALLOCATIONS</b>	<b>TOTAL</b>
Public Works Administration	\$1,263
Equipment Maintenance	\$5,443
Highway, Sanitation, Recycling	\$926
Recreation	\$8,372
Land Facilities and Natural Resources	\$10,449
Public Safety	\$1,613
Finance	\$3,927
Town Administration	\$5,654
Procurement	\$323
Human Resources	\$658
Legal Services	\$980
Property & Liability Insurance	\$5,672
Utilities	\$4,016
Vehicle Fuel	\$2,634
<b>Total Golf Indirect Costs</b>	<b>\$51,930</b>
<b>And that the Sum of \$51,930 appropriated in the General Fund be raised from the following source:</b>	
<b>Golf User Fees</b>	<b>\$51,930</b>

*Motion I2 under Article 8 passed by majority vote (109-2-0).*

Mr. Beaumont seconded by Mr. Kessel moved to postpone consideration of Articles 26 and 27 until the first order of business on April 30<sup>th</sup> and that these articles be considered in the following order; 27 and then 26. ***This motion passed by majority vote (103-7-4).***

**ARTICLE 6: Amend Agreement for the South Middlesex Regional Vocational School District (Town Administrator)**

To see if the Town will vote to amend the agreement among the towns of Ashland, Holliston, Hopkinton, and Natick, and the City of Framingham, with respect to Establishment of a Regional Vocational School District to incorporate prior amendments to said agreement, to eliminate outdated provisions, to recognize Framingham's change from a town to a city form of government, and to bring said agreement into alignment with the District's existing practices; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE #6	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 12, 2019	Favorable Action	11-0-0

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to amend the agreement among the towns of Ashland, Holliston, Hopkinton, and Natick, and the City of Framingham, with respect to the Establishment of a Regional Vocational School District to incorporate prior amendments to said agreement, to eliminate outdated provisions, to recognize Framingham's change from a town to a city form of government, and to bring said agreement into alignment with the District's existing practices;

So that the agreement now reads;

Amended: 1972, 1987, 2019

Amended Agreement among the Towns of Ashland, Holliston, Hopkinton and Natick and the City of Framingham with Respect to the Establishment of a Regional Vocational High School District

This Agreement is entered into pursuant to Chapter 71 of the General Laws of Massachusetts, as amended, between the towns of Ashland, Holliston, Hopkinton and Natick and the City of Framingham, hereinafter sometimes referred to as member municipalities. In consideration of the mutual promises herein contained, it is hereby agreed as follows:

**SECTION I THE REGIONAL DISTRICT SCHOOL COMMITTEE****(A) Composition**

The powers and duties of the regional school district shall be vested in and exercised by a regional district school committee, hereinafter sometimes referred to as the Committee.

The Committee shall consist of sixteen members, eight from the City of Framingham and two from each of the towns of Ashland, Holliston, Hopkinton and Natick.

**(B) Members**

All members shall be appointed by the official or government body authorized to make such appointment in accordance with the city or town charter, by-law or other vote of the legislative body. In every year in which the term of office of one or more members expires, the official or government body shall appoint one or more members, as the case may be, to serve for a term of three years, and the terms of office of such members shall commence at midnight on June 1 following their appointment.

**(C) Vacancies**

If a vacancy occurs among the members appointed under subsection I (B), the official or government body authorized to appoint shall appoint a member to serve for the balance of the unexpired term, if any.

**(D) Organization**

At the first meeting in June of each year, the Committee shall organize and choose by ballot a chairman and a vice-chairman from among its own membership. At the same meeting, or at any other meeting, the Committee shall appoint a treasurer and a secretary, who may be the same person but who need not be members of the Committee, choose such other officers as it deems advisable, determine the terms of office of its officers (except the chairman and vice-chairman who shall be elected annually as provided above) and prescribe the powers and duties of any of its officers, fix the time and place for its regular meetings and provide for the calling of special meetings.

(E) Powers and Duties

The Committee shall have all the powers and duties conferred and imposed upon school committees by law and conferred and imposed upon it by this agreement, and such other additional powers and duties as are specified in Sections 16 to 16I, inclusive of Chapter 71 of the General Laws and any amendments thereof or additions thereto now or hereafter enacted, or as may be specified in any other applicable general or special law.

(F) Quorum

The quorum for the transaction of business shall be a majority of the Committee, but a number less than the majority may adjourn.

**SECTION II LOCATION OF THE REGIONAL DISTRICT SCHOOL**

The regional district school or schools shall be located within the geographical limits of the District and within a radius of three (3) miles from the Ashland Post Office located at the intersection of Main and Summer Streets.

**SECTION III TYPE OF REGIONAL DISTRICT SCHOOL**

The regional district school shall be a co-educational vocational-technical high school consisting of grades nine through twelve, inclusive. The Committee is hereby authorized to establish and maintain such kinds of education, acting as trustees therefor, as may be provided by municipalities under the provisions of Chapter 74 of the General Laws and acts amendatory thereof, in addition thereto or dependent thereon, including courses beyond the secondary school level in accordance with the provisions of Section 37A of the said Chapter 74 of the General Laws.

**SECTION IV APPORTIONMENT AND PAYMENT OF COSTS INCURRED BY THE DISTRICT**

(A) Classification of Costs

For the purpose of apportioning assessments to the member municipalities, costs shall be divided into two categories: capital costs and operating costs.

(B) Capital Costs

Capital costs shall include all expenses in the nature of capital outlay such as the cost of acquiring land, the cost of constructing and reconstructing and adding to buildings, and the cost of remodeling or making extraordinary repairs to a school building or buildings, including without limitation the cost of the original equipment and furnishings for such

buildings and additions, plans, architects and consultants fees, grading, the cost of construction of sewerage systems and sewerage treatment and disposal facilities or for the purchase or use of such systems with municipalities, other costs incidental to placing school buildings and additions and related premises in operating condition and any other capital outlays for which regional school districts may be authorized to borrow or which could be categorized as a capital expense in conformity with applicable law or regulation. Capital costs shall also include payment of principal of and interest on bonds, notes or other obligations issued by the District to finance capital costs.

(C) Operating Costs

Operating costs shall include all costs not included in capital costs as defined in subsection IV (B), but including interest on temporary notes issued by the District in anticipation of revenue.

(D) Apportionment of Capital Costs

Capital costs shall be apportioned annually no later than April 30th for the ensuing fiscal year as follows:

- (1) Each member municipality's share of the capital costs incurred in connection with the construction, equipping and placing in operation of the initial district school building, including the payment of



principal of and interest on bonds, notes or other obligations of the District to finance such capital costs, shall be determined by computing the ratio which the sum of its resident pupil enrollments on October 1 of the three years next preceding the year in which the Committee votes to authorize the incurring of such capital costs bears to the sum of the resident pupil enrollments of all the member municipalities on October 1 of the same three years; and in the case of capital costs consisting of the payment of principal of and interest on bonds, notes or other obligations issued by the District, the ratio shall not be changed during the period in which such bonds, notes or other obligations are outstanding, except as provided in subsection VII (A). For the purpose of this clause (1) of this subsection IV (D) resident pupil enrollments shall be defined as the number of pupils residing in a member municipality and enrolled in the District.

For the purposes of this subsection IV(D) and the Agreement as a whole, all references to October 1st shall be deemed to be the date on which the Commonwealth requires the reporting of student enrollment for the purpose of Chapter 70 funding such that if the Commonwealth changes this date, this Agreement shall be read as incorporating the new date set by the Commonwealth without amendment.

- (2) Each member municipality's share of the capital costs other than those apportioned pursuant to clause (1) of this subsection IV (D), whether or not incurred in connection with the construction of an addition to or the reconstruction, replacement, remodeling or making extraordinary repairs to said initial school building, shall be determined by computing the ratio which the sum of its pupil enrollments in the regional district school on October 1 of the three years next preceding the year in which the Committee votes to authorize the incurring of such capital costs bears to the sum of the pupil enrollments of all the member municipalities in the regional district school on October 1 of the same three years, and in the case of capital costs consisting of the payment of the principal of and interest on bonds, notes or other obligations issued by the District the ratio shall not be changed during the period in which such bonds, notes or other obligations are outstanding, except as provided in subsection VII (A). In the event that there is no pupil enrollment from any member municipality in any one or more of the aforesaid three years, such member municipality's share shall be determined as provided in clause (1) of this subsection and the share of each of the other member municipalities of the remaining capital costs shall be determined by computing the ratio which the sum of its pupil enrollments in the regional district school on October 1 of the three years next preceding the year in which the Committee votes to authorize the incurring of such capital costs bears to the sum of the pupil enrollments of such other member municipalities in the regional district school on October 1 of the same three years.

(E) Apportionment of Operating Costs

Operating costs will be apportioned in accordance with the options authorized by Chapter 70 of the General Laws. Subject to the Commonwealth's determination of the minimum local contributions, operating costs, except those described in subsection IV (F), for every fiscal year, shall be apportioned to the member municipalities on the basis of each municipality's respective pupil enrollment in the regional school. Each member municipality's share for each fiscal year shall be determined by computing the ratio which that member municipality's pupil enrollment in the regional district school on October 1 of the year next preceding the year for which the apportionment is determined bears to the total pupil enrollment in the regional school from all the member municipalities on the same date. In computing this apportionment the pupil hours referred to in subsection IV (F) shall be excluded.

(F) Special Operating Costs

The Committee shall determine the operating costs for each fiscal year of any evening trade extension courses or any other types of courses which are offered by the District to persons other than the pupils attending the regular day regional vocational school. Each member municipality's share of such operating costs shall be determined by computing the ratio which that municipality's enrollment of pupil hours in such courses on

October 1 of the year next preceding the year for which the apportionment is determined bears to the total enrollment of pupil hours in such courses from all the member municipalities on the same date.

(G) Times of Payment of Apportioned Costs

Each member municipality shall pay to the District in each year its proportionate share, certified as provided in subsection V (C) of the capital and operating costs. Except as otherwise provided in subsection V (A) the annual share of each member municipality shall be paid in such amounts and at such times that at least the following percentages of such annual share shall be paid on or before the dates indicated, respectively:

August 1	25%
December 1	50%
April 1	75%
June 1	100%

**SECTION V BUDGET**

(A) Preliminary Operating and Maintenance Budget

In December of the preceding fiscal year, the Committee shall annually prepare a preliminary operating and maintenance budget for the ensuing fiscal year, attaching thereto provision for any installment of principal or interest to become due in such year on any bonds or other evidence of indebtedness of the District and any other capital costs to be apportioned to the member municipalities. The budget is presented to the Budget Subcommittee and member municipalities' Finance Committees. The budget is to be itemized in a manner consistent with the Commonwealth's chart of accounts.

(B) Final Operating and Maintenance Budget

The Committee shall adopt, by a two-thirds vote of the full Committee, an annual operating and maintenance budget, including debt and interest charges and any other current capital costs as separate items, in March for the ensuing fiscal year, and said Committee shall apportion the amounts necessary to be raised in order to meet the said budget in accordance with the provisions of Section IV. The amounts so apportioned to each member municipality shall, within 30 days and prior to April 15 of each year preceding the fiscal year to which said budget relates, be certified by the district treasurer to the treasurer of such member municipality, and each such town shall, at the next annual town meeting, or in the City of Framingham, at meeting of the city council no later than June 15 of each year preceding the fiscal year to which said budget relates, appropriate the amounts so certified. The budget shall be deemed approved upon a two- thirds vote of the member municipalities.

(C) Conformity with Legal Process

The budget process set forth herein shall be interpreted and implemented in accordance with the provisions of G.L. c. c. 71, as applicable, and any special laws or regulations relating thereto.

**SECTION VI TRANSPORTATION**

School transportation shall be provided by the regional school district and the cost thereof shall be apportioned to the member municipalities as an operating cost.

**SECTION VII AMENDMENTS**

(A) Limitation

This agreement may be amended from time to time in the manner hereinafter provided, but no amendment shall be made which shall substantially impair the rights of the holders of any bonds or notes or other evidences of indebtedness of the District then outstanding, or the rights of the District to procure the means for



payment thereof, provided that nothing in this section shall prevent the admission of a new municipality or municipalities to the District and the reapportionment accordingly of capital costs of the District represented by bonds or notes of the District then outstanding and of interest thereon.

(B) Procedure

Any proposal for amendment, except a proposal for amendment providing for the withdrawal of a member municipality (which shall be acted upon as provided in Section IX), may be initiated by a majority vote of all the members of the Committee or by a petition signed by at least 10 per cent of the registered voters of anyone of the member municipalities. In the latter case, said petition shall contain at the end thereof a certification by the clerk of such member municipality as to the number of registered voters in said municipality according to the most recent voting list and the number of signatures on the petition which appear to be the names of registered voters of said municipality and said petition shall be presented to the secretary of the Committee. In either case, the secretary of the Committee shall mail or deliver a notice in writing to the board of selectmen or mayor, as the case may be, of each of the member municipalities that a proposal to amend this Agreement has been made and shall enclose a copy of such proposal (without the signatures in the case of a proposal by petition). In a member town, the selectmen of each member municipality shall include in the warrant for the next annual or a special town meeting called for the purpose an article stating the proposal. In a city, the proposal to amend this Agreement shall be placed before the city council.

Such amendment shall take effect upon its acceptance by all the member municipalities, acceptance by each town to be by a majority vote at a town meeting and in each city by a majority vote of the city council. All amendments must be approved by the Commissioner of Elementary and Secondary Education.

#### SECTION VIII ADMISSION OF NEW TOWNS

By an amendment of this Agreement adopted under and in accordance with Section VII above, any other municipality or municipalities may be admitted to the regional school district upon adoption as therein provided of such amendment and upon acceptance by the municipality or municipalities seeking admission of the Agreement as so amended and also upon compliance with such provisions of law as may be applicable and such terms as may be set forth in such amendment. Such provisions of law require that the approval of all member municipalities, including the new member municipality(ies), and the approval of the Commissioner of Elementary and Secondary Education be obtained no later than December 31st of the year preceding admission. The admission of the new member municipality(ies) shall not be effective until the July 1st following such approvals.

#### SECTION IX WITHDRAWAL

(A) Limitations

The withdrawal of a member municipality from the District may be affected by an amendment to this Agreement in the manner hereinafter provided by this section. Any member municipality seeking to withdraw shall, by vote at an annual or special town meeting in a member town or, in a member city, vote of the city council, request the Committee to draw up an amendment to this Agreement setting forth the terms by which such municipality may withdraw from the District, provided (1) that the municipality seeking to withdraw shall remain liable for any unpaid operating costs which have been certified by the district treasurer to the treasurer of the withdrawing municipality, including the full amount so certified for the year in which such withdrawal takes effect, and (2) that the said municipality shall remain liable to the District for its share of the indebtedness of the District outstanding at the time of such withdrawal, and for interest thereon, to the same extent and in the same manner as though the municipality had not withdrawn from the District.

(B) Procedure

The clerk of the municipality seeking to withdraw shall notify the Committee in writing that such municipality has voted to request the Committee to draw up an amendment to this Agreement (enclosing a certified copy of



such vote). Thereupon, the Committee shall draw up an amendment to this Agreement setting forth such terms of withdrawal as it deems advisable, subject to the limitation contained in subsection VII (A). The secretary of the Committee shall mail or deliver a notice in writing to the board of selectmen of each member town or the mayor and city council of each member city that the Committee has drawn up an amendment to this Agreement providing for the withdrawal of a member municipality (enclosing a copy of such amendment). In each member town, the selectmen shall include in the warrant for the next annual town meeting, (provided the warrant has not first been closed) or a special town meeting called for the purpose, an article stating the amendment or the substance thereof. In each member city, the amendment shall be put on the agenda of the city council. Such amendment shall take effect upon its acceptance by all of the member municipalities, acceptance by each municipality to be by a majority vote at a town meeting or city council as aforesaid. All such votes must be taken, and the approval of the Commissioner of Elementary and Secondary Education must be obtained, no later than December 31st of the fiscal year preceding the withdrawal. All withdrawals shall be effective the July 1st following the aforementioned votes and approval.

(C) Cessation of Term of Office of Withdrawing Municipality's Member

Upon the effective date of withdrawal, the term of office of the members serving on the Committee from the withdrawing municipality shall terminate and the total membership of the Committee shall be decreased accordingly.

(D) Payments of Certain Capital Costs Made by a Withdrawing Municipality

Money received by the District from the withdrawing municipality for payment of funded indebtedness or interest thereon shall be used only for such purpose and until so used shall be deposited in trust in the name of the District with a Massachusetts bank or trust company having a combined capital and surplus of not less than \$5,000,000.

(E) Apportionment of Costs after Withdrawal

The withdrawing municipality's annual share of any future installment of principal and interest on obligations outstanding on the effective date of its withdrawal shall be fixed at the percentage prevailing for such municipality at the last apportionment made next prior to the effective date of the withdrawal. The remainder of any such installment after subtracting the shares of any municipality or municipalities which have withdrawn shall be apportioned to the remaining member municipalities in the manner provided in subsection IV (D) or as may be otherwise provided in the amendment providing for such withdrawal.

## SECTION X TUITION STUDENTS

The Committee may accept for enrollment in the regional district school pupils from municipalities other than the member municipalities on a tuition basis. Income received by the District from tuition pupils who are enrolled as of October 1 and not previously deducted from operating costs shall be deducted from the total operating costs in the next annual budget to be prepared after the receipt thereof, prior to apportionment under subsection IV (E) to the member municipalities.

## SECTION XI INCURRING OF DEBT

Within seven days after the date on which the Committee authorizes the incurring of debt, other than temporary debt in anticipation of revenue to be received from member municipalities, the said Committee shall cause written notice of the date of said authorization, the sum authorized, and the general purpose or purposes for authorizing such debt, to be given to the board of selectmen of each member town and the mayor of each member city, in accordance with Chapter 71, Section 16(d) of the General Laws.

## SECTION XII FISCAL YEAR

The fiscal year or period of the District shall be the same as the fiscal period of the member municipalities as provided by law, and the word year or fiscal year as it relates in this Agreement to a fiscal or budget year shall mean the fiscal year of the District.

### SECTION XIII ADVISORY COMMITTEE

The Committee may, to assist it in the construction of any regional school building, appoint a building committee to advise it with respect to plans, specifications, appointment of architects and/or engineers, the awarding of contracts, the supervision of construction and any other assistance the Committee may desire. The members of any such committee shall serve in an advisory capacity only and without compensation.

### SECTION XIV ANNUAL REPORT

The Committee shall submit on or before January 31 of each year, an annual report to each of the member municipalities containing a detailed financial statement for the prior year and the budget for the then current year, including in each case a statement showing the method by which the annual charges assessed against each member municipality were computed, together with such additional information relating to the operation and maintenance of the regional school as may be deemed necessary or appropriate by the Committee. The Committee shall also furnish upon request any additional financial information as may be deemed necessary by the board of selectmen or mayor, as the case may be, in any member municipality.

### SECTION XV SEVERABILITY

If any provision of this Agreement shall be held invalid in any circumstance, the remaining provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, this amended and restated agreement has been executed as of the \_\_\_\_ day of \_\_\_\_ 2019.

Mr. Jonathan Evans, Superintendent of South Middlesex Regional Vocational School District spoke to this article.

*The main motion under Article 6 passed by majority vote (112-1-0).*

#### ARTICLE 18: Fox Hill Drive Sewer Betterment (Board of Selectmen)

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the construction of a Town sewer system to service the area of Fox Hill Drive; to determine whether this appropriation shall be raised by borrowing or otherwise; such work to be performed and betterments to be assessed in accordance with applicable Massachusetts law and the Town of Natick By-Laws, Article 71; and to authorize the Board of Selectmen to acquire by purchase, eminent domain or otherwise, easements for utility purposes to permit the installation of Town sewer pipe and a sewer pump station for Fox Hill Drive, and service connections from said sewer pipe, and to allow the repair and maintenance thereof; or otherwise to act thereon.

#### FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #18	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 26, 2019	Favorable Action	9-0-0

**MOTION: (Requires a two-thirds majority vote)**

Move that the Town vote to raise and appropriate and transfer \$1,131,900 for the construction of a Town sewer system to service the area of Fox Hill Drive; 25% of this amount to be transferred from the Water/Sewer Enterprise Fund, and 75% of this amount to be raised by assessment on the homeowners on Fox Hill Drive in equal amounts, pursuant to Article 71 of the Town of Natick By-Laws; and move that the Town authorize the Board of Selectmen to acquire by purchase, gift, eminent domain or otherwise, easements for utility purposes to permit the installation of Town sewer pipe and a sewer pump station for Fox Hill Drive, and service connections from said sewer pipe, and to allow the repair and maintenance thereof, and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Marsette, Director of Department of Public Works spoke to this article and discussion ensued. *The main motion under Article 18 passed by a two-thirds vote (106-4-3).*

**ARTICLE 16: Alteration of Layout of North Main Street (Route 27) and Adjacent Streets  
(Town Administrator)**

To see if the Town will vote to accept as a public way the altered layout by the Selectmen of North Main Street (Route 27) and adjacent streets thereto, to include within the altered layout of North Main Street (Route 27) and adjacent streets thereto certain fee interests and easements as shown on a plan entitled "Alteration of Layout of North Main Street (Route 27) and Adjacent Streets," dated February 7, 2019, prepared by BETA Group, Inc., as said plan may be amended, said plan on file with the Town Clerk, or to otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE #16	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 5, 2019	Referral to the Town Administrator	12-0-0

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to refer the subject matter of Article 16 to the Sponsor.

Mr. Errickson, Director of Community and Economic Development, spoke to this article. *The motion to refer the subject matter of Article 16 to the sponsor passed by majority vote (111-1-0).*

**ARTICLE 2: Committee Article (Town Administrator)**

To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE #16	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 21, 2019	No action	13-0-0

**MOTION: (Requires a majority vote)**

Moved by Ms. Evans, seconded by Mr. Sidney to hear a report, through Mr. Errickson, from the Planning Board, regarding Natick 2030.



*The motion passed by majority vote (by hand count).* Mr. Errickson, Director of Community and Economic Development gave a presentation on the master plan (Natick 2030).

**ARTICLE 15: Capital Improvement (Town Administrator)**

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE #15 Motions A-F	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 19, 2019	Favorable action	13-0-0

**MOTIONS:**

Motion A was moved by Mr. Evans and seconded by Mr. Hayes.

Mr. Chenard, Deputy Town Administrator for Operations spoke to all of the motions under Article 15 at this time.

**Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

3/13/2019

**MOTION A: (Two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$1,708,000 to be expended under the direction of the Facilities Management Department for the purpose of replacing carpet at the Morse Library, replacing carpet, furniture, and painting the library at the Wilson Middle School, repairs to the Town Hall main entrance, painting classroom walls and ceilings at Memorial School, retiling classrooms at the Johnson School, engineering the roof replacement at the Public Safety Building, engineering the roof replacement at the Town Hall, retiling the second floor hallway at the Johnson School, painting classroom walls and ceilings at Bennett Hemenway School, replacing hallway walls with drywall at Lilja School, replacing the bathroom partitions at Memorial School, replacing office carpet and classroom tile at Memorial School, replacing office carpet at Bennett Hemenway School, replacing the Window Glazing at the Public Safety Building, exterior masonry repair at Bennett Hemenway School, resurface parking lot and sidewalks at Bennett Hemenway School, replacing the exterior doors at the Morse Institute Library, installing air conditioning in the gym at the Lilja School, installing air conditioning in the music room and cafeteria at the Bennett Hemenway School, adding a door between classrooms at the preschool at Natick High School, replacing the roof at the Morse Institute Library, under the direction of Town Administration for capital maintenance, and under the direction of the Community Services Department for repairing the community garden plots at JJ Lane Park, individually shown as items 1 through 23 in the Table A below, and that to meet this appropriation the sum of \$1,708,000 be raised from the Capital Stabilization Fund.

**TABLE A, MOTION A: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Facilities	MORSE LIBRARY - REPLACE CARPETING	Capital Stabilization Fund	\$150,000
2	Facilities	WILSON - REPLACE LIBRARY CARPET, FURNITURE, PAINT	Capital Stabilization Fund	\$125,000
3	Facilities	TOWN HALL MAIN ENTRANCE REPAIRS	Capital Stabilization Fund	\$85,000
4	Facilities	MEMORIAL - PAINT CLASSROOM WALLS AND CEILINGS	Capital Stabilization Fund	\$75,000
5	Facilities	JOHNSON - RETILE CLASSROOMS	Capital Stabilization Fund	\$70,000
6	Facilities	PUBLIC SAFETY BUILDING - REPLACE ROOF - ENGINEERING	Capital Stabilization Fund	\$60,000
7	Facilities	TOWN HALL - REPLACE ROOF - ENGINEERING	Capital Stabilization Fund	\$45,000
8	Facilities	JOHNSON SCHOOL - RETILE SECOND FLOOR HALLWAY	Capital Stabilization Fund	\$40,000
9	Facilities	BENNETT HEMENWAY - PAINT SECOND FLOOR CLASSROOM WALLS & CEILINGS	Capital Stabilization Fund	\$40,000
10	Facilities	LILJA - REPLACE HALLWAY WALLS WITH DRYWALL	Capital Stabilization Fund	\$40,000
11	Facilities	MEMORIAL - REPLACE BATHROOM PARTITIONS	Capital Stabilization Fund	\$40,000
12	Facilities	MEMORIAL - REPLACE OFFICE CARPET AND CLASSROOM VCT	Capital Stabilization Fund	\$40,000
13	Facilities	BEN-HEM REPLACE ADMIN OFFICE CARPET	Capital Stabilization Fund	\$30,000
14	Facilities	PUBLIC SAFETY BUILDING - REPLACE WINDOWS GLAZING	Capital Stabilization Fund	\$30,000
15	Facilities	BEN-HEM EXTERIOR MASONRY REPAIR	Capital Stabilization Fund	\$20,000
16	Facilities	BEN HEM - RESURFACE PARKING LOT AND SIDEWALKS	Capital Stabilization Fund	\$160,000
17	Facilities	LIBRARY - REPLACE EXTERIOR DOORS	Capital Stabilization Fund	\$15,000
18	Facilities	LILJA AC IN GYM	Capital Stabilization Fund	\$15,000
19	Facilities	BEN HEM AC MUSIC ROOM & CAFETERIA	Capital Stabilization Fund	\$10,000
20	Facilities	NHS PRESCHOOL - INSTALL CLASSROOM CONNECTING DOOR	Capital Stabilization Fund	\$8,000
21	Facilities	LIBRARY - REPLACE THE ROOF	Capital Stabilization Fund	\$500,000
22	Town Administration	CAPITAL MAINTENANCE	Capital Stabilization Fund	\$100,000
23	Community Services Recreation	COMMUNITY GARDEN PLOT REPAIR-JJ LANE	Capital Stabilization Fund	\$10,000

Appropriation under Article 15: MOTION A \$ 1,708,000

*Motion A under Article 15 passed unanimously (101-0-0).*

Motion B was moved by Mr. Evans, seconded by Mr. Hayes.

**MOTION B: (Two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$2,000,000 to be expended under the direction of the Department of Public Works for the purpose of Engineering & Repairs To The Charles River Dam, Roadway & Sidewalks Improvement Supplement, individually shown as items 1 through 2 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,000,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,000,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**TABLE B, MOTION B: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	DPW Engineering	Engineering & Repairs To The Charles River Dam	Tax Levy Borrowing	\$ 1,250,000
2	DPW Engineering	Roadway & Sidewalks Supplement	Tax Levy Borrowing	\$ 750,000

Appropriation under Article 15: MOTION B \$ 2,000,000

*Motion B under Article 15 passed by a two-thirds vote (103-2-0).*

Moved C was moved by Mr. Evans, seconded by Mr. Hayes

**MOTION C: (majority vote required)**

Move that the Town vote to appropriate the sum of \$6,000 to be expended under the direction of the Community Services Department for the purpose of bunker renovation at the Sassamon Trace Golf Course, individually shown as item 1 in the Table C below, and that to meet this appropriation the sum of \$6,000 be raised from the from golf course retained earnings.

**TABLE C, MOTION C: Article 15 - Capital Improvement- 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Golf Course	BUNKER RENOVATION	GC Retained Earnings	\$6,000
Appropriation under Article 15: MOTION C				\$ 6,000

*Motion C under Article 15 passed by majority vote (91-9-0).*

Moved D was moved by Mr. Evans, seconded by Mr. Hayes

**MOTION D: (two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$2,020,000 to be expended under the direction of the Department of Public Works for the purpose of water main relining, individually shown as item 1, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,020,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,020,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**TABLE D, MOTION D: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Water Main Relining	Water Sewer Borrowing	\$ 1,500,000
2	Water and Sewer Enterprise	Tonka Pressure Filter	Water Sewer Borrowing	\$ 520,000
Appropriation under Article 15: MOTION D				\$ 2,020,000

*Motion D under Article 15 passed by two-thirds vote (99-1-0).*

Moved E was moved by Mr. Evans, seconded by Mr. Hayes

**MOTION E: (requires a majority vote)**

Move that the Town vote to appropriate the sum of \$15,000 to be expended under the direction of the Department of Public Works for the purpose of supplementing roadway and sidewalk improvements, individually shown as item 1, in Table E below, and that to meet this appropriation the sum of \$15,000 be raised from Transportation Network Funds in accordance with Chapter 187 of the Acts of 2016.

**TABLE E, MOTION E: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	DPW Engineering	Roadway & Sidewalks Supplement	Transportation Network Funds	\$ 15,000
Appropriation under Article 15: MOTION E				\$ 15,000

*Motion E under Article 15 passed by majority vote (97-1-1).*

Moved F was moved by Mr. Evans, seconded by Mr. Hayes



**MOTION F: (requires a majority vote)**

Move that the Town vote to appropriate the sum of \$780,000 to be expended under the direction of the Department of Public Works for the purpose of high lift Hungerford and Terry Building Modifications, and Springvale air stripper media replacement, individually shown as items 1 and 2, in Table F below, and that to meet this appropriation the sum of \$780,000 be raised from environmental bond bill.

**TABLE F, MOTION F: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	HIGH LIFT, H&T BUILDING MODIFICATIONS SPRINGVALE	Env Bond Bill	\$400,000
2	Water and Sewer Enterprise	SPRINGVALE WTR AIR STRIPPER MEDIA REPLACEMENT	Env Bond Bill	\$380,000
Appropriation under Article 15: MOTION F				\$ 780,000

*Motion F under Article 15 passed unanimously (99-0-0).*

Ms. Merkowitz moved seconded by Mr. Sidney to adjourn. *The motion to adjourn passed by majority vote. The meeting adjourned at 10:30 PM until Thursday, April 25, 2019 at 7:30 PM.*

A record of the Third Session of  
2019 Spring Annual Town Meeting  
April 23, 2019

\_\_\_\_\_  
Diane Packer, Town Clerk

**2019 Spring Annual Town Meeting  
Fine and Performing Arts Center  
Marshall Lebowitz Town Meeting Room,  
Natick High School  
April 25, 2019, Fourth Session**

The Fourth Session of the 2019 Spring Annual Town Meeting was called to order at 7:30 by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2019 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were no new members. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen; John Townsend, Assistant Town Administrator for Finance will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator announced that the meeting would begin with Article 14 followed by Articles 3-11, 13, followed by Articles 20-25. Ms. Shea moved, seconded by Mr. Sidney to postpone consideration of Article 4 until Tuesday, April 30<sup>th</sup> after consideration of Articles 26 and 26. ***The postponement motion passed by majority vote (98-5-0).*** Mr. Freedman moved, seconded by Mr. Jennett to postpone consideration of Article 5 until Tuesday, April 30<sup>th</sup>. ***The motion passed by majority vote (101-5-0).***

**ARTICLE 14: Capital Equipment (Town Administrator)**

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATIONS:**

ARTICLE #14	DATE VOTED	MOTION	QUANTUM OF VOTE
Motions A, B and C	March 19, 2019	Favorable Action	13-0-0

Mr. Chenard, Deputy Town Administrator for Operations made a presentation on the entire article at this time.

**Motion A was moved by Mr. Evans and seconded by Mr. Hayes**

**MOTION A: (two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$1,129,200 to be expended under the direction of the Information Technology Department for the purpose of purchasing and installing payroll and time management automation upgrades, and completing an security assessment, under the direction of the Police Department for the purpose of replacing police cruisers, and replacing laptop computers, under the direction of the Department of Public Works for the purpose of replacing vehicle 428 Bombardier, replacing vehicle 411 truck with sander, upgrading garage equipment, replacing vehicle 303 pickup truck, replacing vehicle 402 dump truck, and replacing a mower with attachments, under the direction of Town Administration for capital emergencies, and under the direction of the Community Services Department for playground safety inspections and updates, individually shown as items 1 through 13 in Table A below, and that to meet this appropriation the sum of \$1,129,200 be raised from the Capital Stabilization Fund.

**TABLE A - MOTION A: Article 14 - Capital Equipment - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Information Technology	PAYROLL AND TIME MANAGEMENT AUTOMATION UPGRADES	Capital Stabilization Fund	\$100,000
2	Information Technology	SECURITY ASSESSMENT	Capital Stabilization Fund	\$40,000
3	Police	CRUISER REPLACEMENT	Capital Stabilization Fund	\$153,000
4	Police	REPLACE LAPTOP COMPUTERS	Capital Stabilization Fund	\$6,200
5	DPW - Highway, Sanitation, and Recycling	REPLACE VEHICLE 428 (H-67) BOMBADIER	Capital Stabilization Fund	\$220,000
6	DPW - Highway, Sanitation, and Recycling	REPLACE VEHICLE 411 (H-46) TRUCK/SANDER	Capital Stabilization Fund	\$250,000
7	DPW - Equipment Maintenance	UPGRADE GARAGE EQUIPMENT	Capital Stabilization Fund	\$30,000
8	DPW - Equipment Maintenance	REPLACE VEHICLE 303 (M-3) 2008 EMD PICKUP TRUCK	Capital Stabilization Fund	\$65,000
9	DPW - Highway, Sanitation, and Recycling	REPLACE VEHICLE 402 (H-40) DUMP TRUCK	Capital Stabilization Fund	\$135,000
10	DPW - Land Facilities and Natural Resources	MOWER WITH ATTACHMENTS	Capital Stabilization Fund	\$40,000
11	Town Administration	CAPITAL EMERGENCIES	Capital Stabilization Fund	\$75,000
12	Community Services Recreation	PLAYGROUND SAFETY INSPECTION AND UPDATES	Capital Stabilization Fund	\$15,000

**Appropriation under Article 14: MOTION A****\$ 1,129,200***Motion A under Article 14 passed by a two-thirds vote (106-2-1).***Motion B was moved by Mr. Evans and seconded by Mr. Hayes****MOTION B: (two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$45,000 to be expended under the direction of the Department of Public Works Water Sewer Enterprise Fund for the purpose of replacing vehicle 631 Van, individually shown as item 1 in Table B below, and that to meet this appropriation the sum of \$45,000 be raised from the Water Sewer Retained Earnings.

**TABLE B, MOTION B: Article 14 - Capital Equipment - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water Sewer	REPLACE VEHICLE 631	W/S Retained Earnings	\$ 45,000

**Appropriation under Article 14: MOTION B****\$ 45,000***Motion B under Article 14 passed unanimously (109-0-2).***Motion C was moved by Mr. Evans and seconded by Mr. Hayes****MOTION C: (majority vote required)**

Move that the Town vote to appropriate the sum of \$58,000 to be expended under the direction of the Community Services Department Golf Course Enterprise Fund for the purpose of purchasing a grinder, and replacing a light weight utility vehicle individually shown as items 1 and 2 in Table C below, and that to meet this appropriation the sum of \$58,000 be raised from the Golf Course Retained Earnings.

**TABLE C, MOTION C: Article 14 - Capital Equipment - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Golf Course	GRINDER	GC Retained Earnings	\$50,000
2	Golf Course	LIGHT WEIGHT UTILITY VEHICLE	GC Retained Earnings	\$8,000

**Appropriation under Article 14: MOTION C****\$ 58,000***Motion C under Article 14 passed by majority vote (105-8-0)***ARTICLE 3: Elected Officials Salary (Town Administrator)**

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2020 (July 1, 2019 through June 30, 2020) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**



ARTICLE #3	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 19, 2019	Favorable Action	13-0-0

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year 2020 (July 1, 2019 through June 30, 2020) as provided by section 108 Chapter 41 of the Massachusetts General Laws: Town Clerk: \$95,800.

Moved by Ms. McKenzie, seconded by Mr. Gath to amend the main motion such that the town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year 2020 (July 1, 2019 through June 30, 2020) as provided by section 108 Chapter 41 of the Massachusetts General Laws: Town Clerk: \$100,400.

*The amendment passed by majority vote (94-15-4). The amended main motion passed by majority vote (by hand count).*

**ARTICLE 9: Fiscal 2020 Morse Institute Library Budget (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2020 (July 1, 2019 through June 30, 2020); or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE #9	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 19, 2019	Favorable Action	13-0-0

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate the Total Budget Amount shown below to be expended under the direction of the Morse Institute Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2019 through June 30, 2020.

Morse Institute Library

Salaries	\$1,928,397
Expenses	\$ 347,102
Total Budget Amount- Morse Institute Library	<u>\$2,275,499</u>

And that the above Total Budget Amount be raised from the following sources: Tax Levy of Fiscal year 2020  
\$2,275,499

Ms. Malone, Town Administrator spoke to this Article. *The main motion under Article 9 passed by major vote (114-1-0).*

**ARTICLE 10: Fiscal 2020 Bacon Free Library Budget (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Bacon Free Library, for Fiscal Year 2020 (July 1, 2019 through June 30, 2020); or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE #10	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 19, 2019	Favorable Action	13-0-0

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate the Total Budget Amount shown below to be expended under the direction of the Bacon Free Library Maintenance Committee for the operation of the Bacon Free Library, for the Fiscal Year July 1, 2019 through June 30, 2020.

## Bacon Free Library

Salaries	\$163,106
Expenses	\$ 27,686
Total Budget Amount- Bacon Free Library	<u>\$190,792</u>

And that the above Total Budget Amount be raised from the following sources: Tax Levy of Fiscal year 2020 \$190,792

Ms. Malone, Town Administrator spoke to this Article. *The main motion under Article 10 passed by majority vote (112-2-0).*

**ARTICLE 11: School Bus Transportation Subsidy (Superintendent of Schools)**

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, for Fiscal Year 2020 (July 1, 2019 through June 30, 2020); or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE #11	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 19, 2019	Favorable Action	13-0-0

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate the sum of \$410,137 from Tax Levy for the purpose of operation and administration of the school bus transportation system for FY 2020, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, said funds to be expended under the direction of the Natick School Committee.

Dr. Nolin, School Superintendent and Dr. Gray, Finance Director School Department spoke to this article. *The main motion under Article 11 passed by majority vote (112-2-0).*

**ARTICLE 13: Establish Town Meeting Practices and Rules Committee (Town Moderator)**

To see if the Town will vote to establish a special committee, which shall be appointed by the Town Moderator. Said committee shall be called the Town Meeting Practices and Rules Committee (TMPRC).

The TMPRC shall 1) review current Town Meeting practices and rules and other related processes, 2) advise Town Meeting of any recommendation modifying, adding or deleting Town Meeting practices, rules and/or related processes, 3) suggest modifications to the Natick By Laws relative to findings under items 1) and 2), and 4) update and make changes to the Town Meeting Member Handbook for Town Meeting approval.

The TMPRC shall consist of no more than seven (7) members, including the Town Moderator and Town Clerk as ex officio members.

Unless otherwise authorized by Town Meeting, the TMPRC shall complete its charge upon presenting a report to 2020 Spring Annual Town Meeting.

Or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE #13	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 28, 2019	Favorable Action	9-0-0

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to establish a special committee, which shall be appointed by the Town Moderator. Said committee shall be called the Town Meeting Practices and Rules Committee (TMPRC).

The TMPRC shall 1) review current Town Meeting practices and rules and other related processes, 2) advise Town Meeting of any recommendation modifying, adding or deleting Town Meeting practices, rules and/or related processes, 3) suggest modifications to the Natick By Laws relative to findings under items 1) and 2), and 4) update and make changes to the Town Meeting Member Handbook for Town Meeting approval.

The TMPRC shall consist of no more than seven (7) members, including the Town Moderator and Town Clerk as ex officio members.

Unless otherwise authorized by Town Meeting, the TMPRC shall complete its charge upon presenting a report to 2020 Spring Annual Town Meeting.

Town Clerk, Diane Packer served as Moderator for this article. Mr. Foss, Moderator spoke to this article. ***The main motion under Article 13 passed unanimously (114-0-0).***

**ARTICLE 20: Home Rule Petition: Means Tested Senior Tax Exemption (Board of Selectmen)**

Move to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition. "SECTION 1. With respect to each qualifying parcel of real property classified as class one, residential in the town of Natick there shall be an exemption from the property tax in an amount to be set annually by the board of selectmen as provided in section 3. The exemption shall be applied to the domicile of the taxpayer only. For the purposes of this act, "parcel" shall be a unit of real property as defined by the board of assessors under the deed for the property and shall include a condominium unit. The exemption provided for herein shall be in addition to any and all other exemptions allowed by the General Laws. SECTION 2. The board of assessors of the town of Natick may deny an application for exemption if the board finds that the applicant has excessive assets that place the applicant outside of the intended recipients of the senior exemption established pursuant to the act. Real property shall qualify for the exemption under section 1 if all of the following criteria are met: a) The qualifying real property is owned and occupied by a person who qualified and received the circuit breaker income tax credit the previous year under section 6(k) of chapter 62 of the General Laws; b) The qualifying real property is owned by a single applicant age 65 or older at the close of the previous year or jointly by persons either of whom is age 65 or above at the close of the previous year and if the joint applicant is 60 years of age or older; c) The qualifying real property is owned and occupied by the applicant or joint applicants as their domicile; d) The applicant or at least 1 of the joint applicants has been domiciled and owned a home in the town of Natick for at least the 10 consecutive years preceding the filing of an application for the exemption; e) The maximum prior year



assessed value of the domicile is no greater than the prior year's maximum assessed value for qualification for the circuit breaker income tax credit under said section 6(k) as adjusted annually by the department of revenue; and f) The board of assessors has approved the application. SECTION 3. The board of selectmen shall annually set the exemption amount provided for in section 1, provided that the amount of the exemption shall be up to a 100% match, and no less than a 50% match, of the amount of the circuit breaker income tax credit under section 6(k) of chapter 62 of the General Laws for which the applicant received in the previous year. The total amount exempted by this act shall be allocated proportionally within the tax levy on all residential taxpayers. SECTION 4. A person who seeks to qualify for the exemption under section 1 shall, before the deadline established by the board of assessors, file an application, on a form to be adopted by the board of assessors, with the supporting documentation of the filed income tax return of the applicant showing the circuit breaker tax credit. The application shall be filed each year for which the applicant seeks the exemption. SECTION 5. No exemption shall be granted under this act until the department of revenue certifies a residential tax rate for the applicable tax year where the total exemption amount is raised by a burden shift within the residential tax levy. SECTION 6. The exemption provided in this act shall expire after 3 years of implementation, which shall begin in fiscal year 2020; provided, however, that the town of Natick may reauthorize the exemption for additional 3-year intervals by a vote of the legislative body of the town. SECTION 7. This act shall take effect upon its passage." Or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE 20	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 26, 2019	Referral to the BOS	9-0-0

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to refer the subject matter of Article 20 to the Board of Selectmen.

Ms. Salamoff, member of the Board of Selectmen spoke to this Article. *The main motion under Article 20 passed by majority vote (113-1-0).*

**ARTICLE 21: Amend By-Law Article 22: Town Counsel (Board of Selectmen)**

To see if the Town will vote to amend Article 22 of the Town of Natick By-Laws as follows:

1. Section 2: Relationship
  - a. Delete the words "Town Counsel shall be an independent contractor and shall not be an employee of the Town"
  - b. Add the words "Town Counsel may be an independent contractor or Town Employee"
2. Section 5.c
  - a. Add the words "Community Services Director, Facilities Management Director" after the words "The following shall have the right to request of Town Counsel advice concerning their duties: members of the Board of Selectmen, Town Clerk, Superintendent of Schools, Building Commissioner,"

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE 21	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 28, 2019	No Recommendation	NA

**MOTION: (Requires a majority vote)**

Mr. Sidney moved, seconded by Ms. Foss to indefinitely postpone the subject matter of Article 21.

Mr. Hickey, Chair of the Board of Selectmen spoke to this article. Mr. Griesmer moved, seconded by Ms. Gloff to refer the subject matter of Article 21 to the Board of Selectmen. The Moderator announced that Town Meeting will

vote the referral motion first. *The motion to refer the subject matter of Article 21 to the Board of Selectmen passed by majority vote (108-5-0).*

**ARTICLE 22: Establish a Study Committee Regarding the Services of Town Counsel**

**(Paul Griesmer et. al.)**

To see what action(s) the Town will take to establish a study committee appointed by the Moderator to study, report, advise on and develop possible changes to Article 22 Town Counsel and Article 44 Conflicts Between Town Agencies and Article 10 Board of Selectmen Section 3 Litigation Authority of the Town ByLaws including but not limited to the following:

- 1) whether the good faith requirement for the services of Town Counsel should apply to the Selectmen and Town Administrator as such requirement applies to all others.
- 2) whether the requirements that any requests for services of Town Counsel must pertain to the job of the Town agency requesting such services and be of sufficient legal importance should likewise apply to the Board of Selectmen and Town Administrator
- 3) whether it is advisable to have Town Counsel be an employee under the direction of the Board of Selectmen or Town Administrator and whether such employee might be subject undue influence in the performance of their job on any matter including but not limited to open meeting laws and executive session matters
- 4) what additional annual and long-term costs in terms of benefits, pension, OPEB, payroll tax matching would be associated with making town counsel an employee
- 5) whether the needs of all town agencies would be both adequately and appropriately served by making Town Counsel an in-house employee selected solely by the Board of Selectmen
- 6) whether the Town needs to retain a full service law firm/s which can provide resources and expertise on a wide range of legal matters including procurement, labor law, Federal and State taxation, withholding and employee classification, real estate acquisitions, dispositions and leases, Massachusetts municipal finance laws and regulations, allowed powers of Massachusetts cities and Towns under MGL Chapters 39, 40, 41, 42 and 43, alcohol and marijuana licensing, zoning (including permitting, variances, etc.), eminent domain, elections and voting, public records retention and requests, open meeting law, historic districts, conservation, water quality and environmental laws, property taxation and exemptions, local options statutes, affordable housing laws and regulations, health and restaurant regulations, etc. and whether such capabilities can be found in any one individual
- 6) whether the various roles of Town Counsel should be divided such that any in-house employee would be limited to routine and recurring contracting matters
- 7) whether the language allowing certain specific Town agencies to request the advice of legal counsel should be expanded to include the ability to receive such advice and associated legal services without prior approval of the Board of Selectmen or Town Administrator and whether any Town agencies eligible to request the services of Town counsel in performance of their job have been frustrated, hindered, delayed or prevented in receiving such services and advice
- 8) whether the selection process and appointment power for Town Counsel should include any other elected town agency/ies
- 9) whether Town agencies that have enforcement power in statute should be allowed direct authority for legal services pertaining to their performance roles and whether the Board of Selectmen should have 100% exclusive control over all litigation matters as provided in Article 10 Section 3

- 10) whether the language in Article 44 prevents appropriate or necessary actions from being taken
- 11) to provide for the number, composition, term and resources for such committee and/or
- 12) to take any action(s) necessary to implement the foregoing purposes of this article;

Or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE 22	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 7, 2019	No Recommendation	NA

**MOTION: (Requires a majority vote)**

Moved by Mr. Griesmer, seconded by Mr. Ball to refer the subject matter of Article 22 to the Board of Selectmen and the Sponsor.

Mr. Griesmer, sponsor of this article spoke to the motion. *The motion to refer the subject matter of Article 22 passed by majority vote (107-1-2).*

**ARTICLE 23: Add By-Law Article 72D: Short Term Rentals (Michael Linehan et. al.)**

To see if the Town will vote to amend the Town of Natick By-Laws by inserting a new Article **72D** entitled "Short-term Rentals" to preserve the peace and good order of the Town and ensure all residents may enjoy their property and dwelling free from any detrimental effects resulting from short-term rentals as defined in M.G.L Chapter 337 of the Acts of 2018, and any amendments thereto; said Article **72D** shall include, but not be limited to, whether, where, how often, for how long and under what conditions a residential property or part thereof may be offered as a short-term rental and/or how violations of said Article **72D** shall be treated, including any fine;

or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE 23	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 21, 2019	Referral to BOS and Planning Board	12-0-1

**MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to refer the subject matter of Article 23 to the Board of Selectmen and the Planning Board.

Mr. Linehan, sponsor of the Article spoke to the subject matter. *The motion to refer the subject matter of Article 23 to the Board of Selectmen and the Planning Board passed by majority vote (107-1-2).*

**ARTICLE 24: Amend Historic Preservation Zoning By-Law (Planning Board)**

"To see if the Town will vote amend the Town of Natick Zoning Bylaws, Historic Preservation By Law (Section III-J) to establish regulations promoting the preservation of smaller historic estates in residential single family zoning districts, including, but not limited to the following:

- 1) Create and/or specify the special permit and/or site plan review requirements and/or process;
- 2) Specify the applicability of the provisions of the zoning bylaw;
- 3) Specify the density and/or maximum number of units allowed;



- 4) Specify the amount (if any) of “new” construction to be permitted as part of any project, and/or the design and/or materials to be used as part of the project;
- 5) Specify the affordable housing requirements;
- 6) Specify any and/or all dimensional requirements, including but not limited to minimum and/or maximum lot area requirements, minimum and/or maximum lot area per dwelling unit requirements, Floor Area Ratios, setbacks for all potential uses, buildings, or structures on site, sky exposure plane provisions, and/or other provisions;
- 7) Specify the required peer review and/or reviews by other boards/committees in Town, including but not limited to the Natick Historical Commission and/or Design Review Board, as part of the permitting process;
- 8) Specify the relationship with other provisions within the zoning bylaw, including but not limited to underlying or overlay zoning districts and/or cluster zoning provisions; and/or
- 9) Specify any other factors or requirements that may affect the preservation of historic properties while protecting abutters and the neighborhood;

or otherwise act thereon.”

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE 24	DATE VOTED	MOTION	QUANTUM OF VOTE
	April 4, 2019	Favorable Action	8-1-0

**MOTION: (Requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Historic Preservation Bylaw Section III-J of the Town of Natick Zoning By Laws by adding a new paragraph number 10 immediately after the existing paragraph number 9 as follows:

10. Historic Preservation: Smaller Estates. The SPGA may, at its sole discretion, consider an alternative preservation option for certain parcels that exceed the minimum lot size of the underlying zone by at least 20% but not more than 100%, and have a documented history of single ownership comprising houses, outbuildings, and supporting land or woods. For such projects the following criteria shall apply.

1. Number of Dwelling Units. The maximum number of dwelling units allowed shall equal the net useable land area of the parcel divided by 6,000 square feet, rounded to the nearest whole number.
2. New construction shall be of design and materials contemporaneous with the structure being preserved, or replicate documented previous structures that had existed on the site.
3. New construction shall not exceed the greater of:
  - a. For design and materials contemporaneous with the structure being preserved; 100 percent of the interior habitable floor area or above grade gross volume of the historic building. This shall exclude aspects of construction that pertain to components required for code compliance, of the existing historic building, for access and egress, such as stairs and elevators, or
  - b. For replication of documented previous structures, 200 percent of the interior habitable floor area or above grade gross volume of the historic building.
4. The FAR of the interior habitable floor area shall not exceed 0.50.
5. All parking, areas of active use, play areas, communal gathering areas, and storage; whether in buildings, accessory structures, or outdoor; shall be subject to the district’s setbacks as shown in Table IV – B.
6. The SPGA shall seek input and review of the proposal from the Natick Historical Commission.

7. Unless specifically modified in this subsection 10, all the preceding criteria and standards of Section III-J shall apply.
8. Notwithstanding the foregoing and in order to encourage the preservation of structures on larger historic estates, in the event a project consists of more land than 100% of the minimum lot size of the underlying zoning and the remaining land would otherwise qualify for a cluster project or conventional subdivision elsewhere under the Bylaw, the total of the land owned (including the parcel created to qualify under this Section 10) shall be counted and included in the calculation of the amount of land needed to qualify under the cluster or subdivision regulations of the Bylaw.

Ms. Evans, Planning Board member spoke to this article. *The main motion under Article 24 passed by a two-thirds vote (96-4-3).*

**ARTICLE 25: Amend Zoning By-Laws: Wireless Communications Facility  
(Planning Board)**

To see if the Town will vote to amend the Town of Natick Zoning Bylaws by modifying Section III-A.2 (Use Regulations Schedule) use 46B Wireless Communications Facility currently prohibited in all districts listed to be allowed by Special Permit in all districts listed;

Or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:**

ARTICLE 25	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 7, 2019	Favorable Action	11-0-0

**MOTION: (Requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes Move that the Town vote to amend the Town of Natick Zoning Bylaws by modifying Section III-A.2 (Use Regulations Schedule) use 46B Wireless Communications Facility currently prohibited in all districts listed to be allowed by Special Permit in all districts listed, so that it reads

<u>INSTITUTIONAL USES</u>	<u>RG</u>	<u>RM</u>	<u>RS</u>	<u>PCD</u>	<u>SH</u>	<u>AP</u>	<u>DM</u>	<u>CII</u>	<u>INI</u>	<u>INII</u>	<u>H</u>
46B. Wireless Communications Facility, including only a free standing monopole.Ø	A	A	A	A	A	A	A	A	A	A	A

*The main motion under Article 25 passed by a two-thirds vote (93-7-0).*

Moved by Mr. Coburn, seconded by Mr. Gath to adjourn. *The motion to adjourn passed by majority vote. The meeting adjourned at 10:00 PM until Tuesday, April 30, 2019 at 7:30 PM.*

A record of the Fourth Session of  
2019 Spring Annual Town Meeting  
April 25, 2019

Diane Packer, Town Clerk

**2019 Spring Annual Town Meeting  
Fine and Performing Arts Center  
Marshall Lebowitz Town Meeting Room,  
Natick High School  
April 30, 2019, Fifth Session**

The Fifth Session of the 2019 Spring Annual Town Meeting was called to order at 7:40 by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2019 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North and Cynthia Amara, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen; John Townsend, Assistant Town Administrator for Finance will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator announced that the meeting would begin with Articles 27 then 26, followed by Articles 4, 5 and 28.

**ARTICLE 27: Amend Dog Kennel Zoning (George Richards et. al.)**

To see if the Town will vote to amend the Town of Natick Zoning By-Laws as follows, including but not limited to:

1. Amend Section 200 – DEFINITIONS to establish, create, define, and/or recognize multiple methods, arrangements, and/or forms of owning, breeding, boarding, caring for, supervising, kenneling, and/or otherwise maintaining four or more dogs, three or months old, on a single premise; and
2. Amend Section III.A.2 USE REGULATIONS SCHEDULE to define i) which zoning district each new or amended definition/use is permitted and ii) whether said use is permitted by right, by special permit or prohibited; and
3. Amend any other Section of the Natick Zoning By-Law necessary to regulate these uses;

or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee heard this article however did not make a recommendation.



**MOTION: (Requires a two-thirds vote)**

Moved by Mr. Cotter seconded by Mr. Beaumont to the Town of Natick Zoning Bylaws as follows: amend the definition of "Dog Kennel" in the Town of Natick - Zoning Bylaw **Section I/Article I (Zoning Bylaw in General)**, **Section 200 (DEFINITIONS)**, as follows:

1. Delete the following definition in its entirety:

**"Dog Kennel:** One pack or collection of dogs on a single premises, whether maintained for breeding, boarding, sale, training, hunting or other purposes and including any shop where dogs are on sale, and also including every pack or collection of more than three dogs three months old, or over, owned or kept by a person on a single premises irrespective of the purpose for which they are maintained."

2. Add the following definitions in the appropriate order in Section 200 (DEFINITIONS):

**"Commercial Boarding or Training Dog Kennel:** An establishment, other than a Home Occupation/Customary Home Occupation Dog Kennel as defined herein, used for boarding, holding, day care, overnight stays or training of dogs that are not on the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such dog; provided, that "commercial boarding or training kennel" shall not include an animal shelter or animal control facility, a pet shop licensed under Massachusetts General Law section 39A of chapter 129, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for dogs owned by others."

**"Commercial Breeder Dog Kennel:** An establishment, other than a Personal Dog Kennel or Home Occupation/Customary Home Occupation Dog Kennel as defined herein, engaged in the business of breeding dogs for sale or exchange to wholesalers, brokers or pet shops in return for consideration."

**"Home Occupation/Customary Home Occupation Dog Kennel:** A "Home Occupation/Customary Home Occupation," compliant with that term and meaning as defined in Town of Natick - Zoning Bylaw Section I/Article I, Section 200\* except allowing partial outdoor conduct by such home occupation as necessary for proper dog care, used for boarding, holding, day care, overnight stays or training of dogs that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such dogs, or engaged in the business of breeding dogs for sale or exchange to wholesalers, brokers or pet shops in return for consideration

**"Personal Dog Kennel:** A pack or collection of more than 4 dogs, 3 months old or older, owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the Massachusetts Department of Agricultural Resources, may be sold, traded, bartered or distributed if the transfer is not for profit."

3. Add the following Sub-section to Section V **Special Requirements.**

**"V-A.1 ALTERNATE USES IN RESIDENTIAL DISTRICTS:**

Except for the primary residential use of RS or RG, allowed in their respective districts; for all other uses that are either permitted, allowed by special permit, or otherwise enabled; all parking, areas of active use, play areas,

communal gathering areas, and storage; whether in buildings, accessory structures, or outdoor; shall be subject to the district's setbacks as shown in Table IV – B.”

**4. Amend Town of Natick – Zoning Bylaw Section III-A.2 USE REGULATIONS SCHEDULE, OTHER USES, Use #53 Dog Kennel, as follows:**

- 1) Change Use #53 from “Dog Kennel” to “Commercial Boarding or Training Dog Kennel”.
- 2) Add a new Use #53A titled “Commercial Breeder Dog Kennel”.
- 3) Add a new Use #53B titled “Home Occupation/Customary Home Occupation Dog Kennel”.
- 4) Add a new Use # 53C titled “Personal Dog Kennel”.
- 5) Change Use #53 (previously “Dog Kennel,” now “Commercial Boarding or Training Dog Kennel”) by changing the “A” to “O” in the zoning districts RG and RS columns.
- 6) Add a new use regulation table for Use #53A “Commercial Breeder Dog Kennel” to include an “A” in the zoning district CII column, and to include an “O” in all other zoning district columns except DM which shall be (\*).
- 7) Add a new use regulation table for Use #53B “Home Occupation/Customary Home Occupation Dog Kennel” to include an “A” in the zoning districts RG, RS, and CII columns and to include an “O” in all other zoning district columns except DM which shall be (\*).
- 8) Add a new use regulation table for Use #53C “Personal Dog Kennel” to include an “A” in the zoning district RG, RS, and CII columns and to include an “O” in all other zoning district columns except DM which shall be (\*).

Mr. Richards, one of the sponsors of the article spoke to this article. Ms. Evans moved, seconded by Mr. Sidney to amend the main motion to delete the proposed Section V-A.1 (Special Requirements) Alternate Uses in Residential Districts as shown in Bullet #3 of the proposed Main Motion. ***The amendment to the main motion passed by majority vote (116-4-2).***

Moved by Mr. Connolly seconded by Mr. Coburn to amend the amended main motion as follows: Delete the beginning words “Move to amend” down through “1. Delete” and insert these words move to amend the Town of Natick Zoning Bylaws as follows: “In Section I/Article I (Zoning Bylaw in General), Section 200 (Definitions), delete”; and make the following changes in the text of the Main Motion where the indicated phrases occur as shown: Change “training kennel” to “training dog kennel” (1 time) and change “personal kennel” to “personal dog kennel” (3 times).

***The amendment passed by majority vote (108-7-5).***

Moved by Mr. Beaumont, seconded by Ms. Lutin to amend the main motion the definition “Home Occupation/Customary Home Occupation Dog Kennel,” by adding to the end of the paragraph the following sentence “A Home Occupation/Customary Home Occupation Dog Kennel in a RS or RG zoning district shall have a maximum of four (4) dogs per day for which services are rendered in exchange for consideration. ***The amendment to the main motion failed (32-84-4).***

The Moderator announced that without objection, the main motion would be renumbered based on amendments which have been made. Mr. Sidney moved, seconded by Ms. Gloff to amend the amended main motion by inserting the following text at the end of the main motion:

So that the applicable chart in Town of Natick – Zoning Bylaw **Section III-A.2 USE REGULATIONS SCHEDULE, OTHER USES**, Use #53 now reads:

“

OTHER USES	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H
53. Commercial Boarding or Training Dog Kennel	O	O	O	O	O	O	(*)	A	0	0	O
53A. Commercial Breeder Dog Kennel	O	O	O	O	O	O	(*)	A	0	0	O
53B. Home Occupation/Customary Home Occupation Dog Kennel	A	O	A	O	O	O	(*)	A	O	O	O
53C. Personal Dog Kennel	A	O	A	O	O	O	(*)	A	O	O	O

Add the following Sub-sections to Section III-D USE REGULATIONS FOR LC DISTRICTS; III-D, 2. USES ALLOWED ON SPECIAL PERMIT ONLY:

“ h. Commercial Boarding or Training Dog Kennel;

i. Commercial Breeder Dog Kennel.”

Moved by Mr. Forshner, seconded by Mr. Philben, to amend the amendment such that in the Other Uses chart to change 53B under RG from “A” to “O”. *The amendment to this amendment failed (12-100-2). The amendment to the main motion passed by majority vote (91-19-4).* Discussion continued on the article. Mr. Coburn moved, seconded by Mr. Ostroff to waive the reading of the motion. *The motion to waive the reading passed by majority vote (by hand count). The amended main motion passed by two-thirds vote (104-6-2).*

#### **ARTICLE 26: Amend Definition of “Dog Kennel” as Used in Zoning Bylaws (Saul Beaumont et. al.)**

“To see if the town will vote to amend the definition of “Dog Kennel” in the Zoning Bylaws as follows:

To consider changing (1) the definition of Dog Kennel in the Zoning Bylaw Section I (Article I), Section 200 (DEFINITIONS), and (2) changing Zoning Bylaw Section III-A-2 (USE REGULATIONS TABLE) as follows:

##### **1. Zoning Bylaw Section I, Article 1, Section 200 (DEFINITIONS)**

1.1 Delete the following definition:

**Dog Kennel:** One pack or collection of dogs on a single premises, whether maintained for breeding, boarding, sale, training, hunting or other purposes and including any shop where dogs are on sale, and also including every pack or



collection of more than three dogs three months old, or over, owned or kept by a person on a single premises irrespective of the purpose for which they are maintained.

1.2 Add the following two definitions from MGL, Part I, Title XX, Chapter 140, Section 136A:

**Personal Dog Kennel:** A pack or collection of more than 4 dogs, 3 months old or older, owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit.

**Commercial Dog Kennel:** "Commercial boarding or training kennel", an establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that "commercial boarding or training kennel" shall not include an animal shelter or animal control facility, a pet shop licensed under section 39A of chapter 129, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.

## 2. Zoning Bylaw Section III-A.2 (USE REGULATIONS SCHEDULE), OTHER USES

### 2.1 Use 53 Dog Kennel – Make the following changes to reflect the new definitions:

- (a) Change the title from Dog Kennel to Personal Dog Kennel
- (b) For CII, change from A to O
- (c) Add use 53A Commercial Dog Kennel
- (d) The regulation schedule in 53A is the same as 53 except that for RG and RS, change from A to O

or take any other action with respect thereto."

### **FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee heard this article however did not make a recommendation.

### **MOTION:**

Moved by Mr. Beaumont, seconded by Mr. Sidney that no action be taken on the subject matter of Article 26. *The motion to take no action passed by majority vote (99-4-2).*

## **ARTICLE 4: Personnel Board Classification and Pay Plan (Town Administrator)**

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established; or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

ARTICLE 4	DATE VOTED	MOTION	QUANTUM OF VOTE
	April 4, 2019	Favorable Action	9-0-0

### **MOTION: (Requires a Majority Vote)**

Moved by Mr. Evans, seconded by Mr. Hayes Move that the Town vote to amend the By-Laws by changing in its entirety the table entitled Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10. The new Classification and Pay Plan is as follows:

Town of Natick  
Classification and Pay Plan  
Effective July 1, 2019

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 125,000.00	\$ 140,000.00	\$ 155,000.00	\$ 165,000.00
5	\$ 100,000.00	\$ 120,000.00	\$ 135,000.00	\$ 145,000.00
4	\$ 75,000.00	\$ 90,000.00	\$ 105,000.00	\$ 125,000.00
3	\$ 60,000.00	\$ 72,000.00	\$ 85,000.00	\$ 105,000.00
2	\$ 48,000.00	\$ 55,000.00	\$ 62,500.00	\$ 80,000.00
1	\$ 42,000.00	\$ 48,000.00	\$ 54,000.00	\$ 60,000.00

**GRADE 6**

Chief of Police  
Deputy Town Administrator/Director of Finance  
Deputy Town Administrator/Operations  
Fire Chief  
Town Administrator

**GRADE 5**

Comptroller  
Deputy Chief of Police  
Director of Community & Economic Development  
Director of Community Services  
Director of Facilities Management/Strategic Capital Partnerships  
Director of Human Resources/Labor Relations  
Director of Information Technology  
Director of Public Works

**GRADE 4**

Assistant Comptroller  
Building Commissioner  
Director of Assessing  
Director of Council on Aging  
Director of Public Health  
Director of Recreation & Parks  
Morse Library Director  
Treasurer/Collector

**GRADE 3**

Assistant Assessor (certified)  
Assistant Director Council on Aging  
Assistant Director Recreation & Parks  
Assistant Library Director, Morse Library  
Assistant Treasurer/Collector  
Bacon Free Library Director  
Benefits Manager  
Communications/Information Officer  
Director of Recreation Programs/Special Events  
Environmental Health Agent  
Executive Director, Farm  
Facility Maintenance Manager  
Golf Course Manager  
Housing/General Planner

**GRADE 3 Continued**

Information Systems Data Base Administrator  
Information Systems Network Administrator  
Local Building Inspector (certified)  
Planner/Conservation Agent  
Prevention and Outreach Program Manager  
Procurement Manager  
Project Manager  
Public Health Nurse  
Regulatory Compliance Coordinator  
Senior Environmental Health Specialist  
Senior Planner  
Staff Accountant  
Sustainability Coordinator  
Veterans Agent

**GRADE 2**

Assistant Assessor (non-certified)  
Assistant Director, Bacon Free Library  
Assistant Director, Farm  
Assistant Director Internal Operations  
Clinical Social Worker  
Data Analyst  
Executive Assistant  
Facility Custodial Supervisor  
Golf Course Superintendent  
Human Resources Coordinator  
Payroll Manager  
Sanitarian  
Senior Executive Assistant  
Social Worker  
Social Worker Coordinator  
Special Assistant to Director of Community Services  
Special Assistant to Director of Facilities Management  
Special Assistant to Director of Finance  
Special Needs Coordinator  
System Specialist Administrative

**GRADE 1**

Animal Control Officer  
Finance Coordinator  
Golf Professional  
Meter Enforcement Officer  
Outreach Coordinator  
Program Manager Volunteer Services  
Student Officer  
Teen Center Coordinator

Town of Natick  
Part-Time Classification and Pay Plan  
Effective July 1, 2019

**Hourly Wage Scale**

Grade	Minimum	Point 1	Point 2	
1	\$ 11.00	\$ 14.00	\$ 17.00	\$
2	\$ 14.00	\$ 24.00	\$ 27.00	\$
3	\$ 24.00	\$ 34.00	\$ 37.00	\$

Grade 1	Grade 2	
Assistant Leader (Rec)	Administrative Support	Ad
Assistant Swim Coach	Assistant Director (Rec)	Bu
Attendant (Rec)	Beach Manager	Ce
Building Monitor I (Rec)	Bookkeeper	Ins
Bus Dispatcher	Building Monitor II (Rec)	La
Bus Driver	Camp Director	Nu
Cart Attendant (Golf)	Community Garden Coordinator	Vc
Clerical Assistant	Conservation Agent	
Club House Attendant (Golf)	Election Warden	
Club House Supervisor (Golf)	Golf Course Mechanic	
Concession Manager	Head Lifeguard	
Custodian	Instructor II	
Deputy Animal Control Officer	Intern Cooperative	
Election Clerk	Laborer II	
Election Inspector	Library Assistant (Bacon)	
Equipment Operator (Golf)	Meter Enforcement Operator	
Instructor	Plumbing and Wiring Inspector	
Laborer I	Police Matron	
Leader/Counselor (Rec)	Police Transcriber	
Library Page (Morse)	Program Assistant	
Lifeguard	Program Supervisor (Rec)	
Parking Clerk	Recycling Attendant	
Ranger/Starter (Golf)	School Crossing Guard	
Receptionist	Social Worker	
School Crossing Guard (1st Year)	Swim Coach	
Senior Counselor (Certified-Rec)	Transportation Coordinator	
Specialist (Rec)	Volunteer Coordinator I	
Timer/Scorer		

Position	Annual Rate
Inspector of Animals	\$ 3,750.00
Registrar of Voters	\$ 966.00
Town Meeting Page	\$50.00 / Session



Mr. Levinsky, Chair of the Personnel Board spoke to this article. *The main motion under Article 4 passed unanimously (97-0-0).*

**ARTICLE 5: Collective Bargaining (Town Administrator)**

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) Deputy Fire Chiefs' Association, Local 1707 – Deputy Fire Chiefs
- b) International Association of Firefighters, AFL-CIO, Local 1707 - Firefighters
- c) New England Benevolent Association, AFL-CIO, Local 82 – Superior Officers
- d) Natick Patrol Officers Association - Patrol
- e) New England Police Benevolent Association, Inc. Local 182 - Dispatchers
- f) Massachusetts Laborer's Council Local 1116 Supervisors' & Administrators' Association - DPW Sup. & Admin.
- g) Massachusetts Laborer's Council Local 1116 - DPW Laborers
- h) Maintenance and Custodians Local 1116 of the Laborers International Union, AFL-CIO – Facilities Maintenance
- i) Public Employees Local Union 1116 of the Laborers' International Union of North America -Clerical
- j) Public Employees Local Union 1116 of the Laborers International Union of North America, AFL-CIO – Library

Or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

ARTICLE 5	DATE VOTED	MOTION	QUANTUM OF VOTE
	April 4, 2019	Favorable Action	9-0-0

**MOTION: (Requires a Majority Vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate the sum of \$720,000 to implement the terms of the FY2016-FY2018 collective bargaining agreement reached between the Town of Natick and The Natick Patrol Officers' Association, said funds to be added to the FY 2019 Police Department Personnel Services budget; said sum of \$720,000 to be transferred from the Board of Selectmen's FY 2019 budget Selectmen CBA Settlements.

Moved by Mr. Freedman, seconded by Mr. Gath to amend the main motion by deleting in the first and fourth lines, after the phrase "sum of" the amount "\$720,000" and inserting the amount of \$778,643 in its place and inserting after the phrase "The Natick Patrol Officers Association" the following text: "and the terms of the FY 2019 to FY 2021 collective bargaining agreement reached between the Town of Natick and the Natick Patrol Officers' Association;"

Ms. Malone, Town Administrator spoke to this article including the main motion and the amendment.

*The amendment passed by majority vote (92-0-1) and the amended main motion under Article 5 passed by majority vote (93-0-1).*

**ARTICLE 28: Establish Study Committee: Town of Natick Land Area  
(Julian Munnich et al.)**

To see whether the Town will vote to establish a study committee of Town Meeting, appointed by the Moderator, to address, research, study, analyze, and recommend action regarding: The true gross land area of the Town and its makeup by statutory, regulatory, and ownership components; including but not limited to the total land area zoned for residential, commercial or industrial use as pertains to MGL c.40B §§ 20-23, 760 CMR 56 and/or related

guidelines issued by DHCD or any office of the Commonwealth or established in any legal proceeding; and, without limitation:

- 1) To establish the number and/or qualifications of committee members to be appointed;
  - 2) To establish the charge of said committee including, but not limited to:
    - o Identify any and all components of the calculation and all individual parcels or acreage owned by the United States; the Commonwealth; or any political subdivision thereof; the Department of Conservation and Recreation or any state public authority; or where all residential, commercial, and industrial development has been prohibited by deed, decree, zoning or restrictive order of the Department of Environmental Protection pursuant to M.G.L. c. 131, § 40A; or is dedicated to conservation or open space whether under control or ownership by trusts, corporations, partnerships, private parties, or otherwise; or is contained in the Subsidized Housing Inventory; and the size of all bodies of water located within Natick;
    - o Gather any other information necessary to analyze, evaluate, and calculate the Town's position relative to sites potentially comprising one and one half per cent or more of the total land area zoned for residential, commercial, or industrial use.
    - o Identify and recommend any zoning changes or other actions that might strengthen or improve the Town's position relative to meeting or exceeding any statutory or regulatory tests and criteria;
    - o Report its findings and recommendations to 2020 Spring Annual Town Meeting or such other date as Town Meeting shall establish provided, however, that this shall not preclude any preliminary or earlier report(s) to Town boards, committees, commissions, or to Town Meeting;
  - 3) To authorize said committee to develop a database of properties to be included in and/or excluded from either the numerator or the denominator of any statutory calculation;
  - 4) To provide that said committee shall have access to Town Counsel and to Town staff, including but not limited to the Community and Economic Development, DPW (GIS), and Finance (Assessors) divisions and may utilize the services of outside consultants;
  - 5) To provide for a method to engage any such outside consultant or other vendor including, without limitation, a reserve fund transfer by the Finance Committee;
  - 6) To see what sum of money the Town will appropriate to accomplish the purpose of said committee;
  - 7) To set the term of said study committee to expire upon the dissolution of 2020 Spring Annual Town Meeting or such other date as Town Meeting shall establish unless otherwise extended by Town Meeting;
  - 8) Said committee, being a multiple member body under the Town Charter, is authorized to sponsor warrant articles for any Annual or Special Town Meeting Warrant;
- or otherwise act thereon.

#### **FINANCE COMMITTEE RECOMMENDATION**

ARTICLE 28	DATE VOTED	MOTION	QUANTUM OF VOTE
		Favorable Action	9-0-0

#### **MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to establish a study committee of Town Meeting, appointed by the Moderator, to address, research, study, analyze, and recommend action regarding: The true gross land area of the Town and its makeup by statutory, regulatory, and ownership components; including but not limited to the total land

area zoned for residential, commercial or industrial use as pertains to MGL c.40B §§ 20-23, 760 CMR 56 and/or related guidelines issued by DHCD or any office of the Commonwealth or established in any legal proceeding; and, without limitation:

To establish the number of committee members as five (5);

To establish the charge of said committee including, but not limited to:

- Identify any and all components of the calculation and all individual parcels or acreage owned by the United States; the Commonwealth; or any political subdivision thereof; the Department of Conservation and Recreation or any state public authority; or where all residential, commercial, and industrial development has been prohibited by deed, decree, zoning or restrictive order of the Department of Environmental Protection pursuant to M.G.L. c. 131, § 40A; or is dedicated to conservation or open space whether under control or ownership by trusts, corporations, partnerships, private parties, or otherwise; or is contained in the Subsidized Housing Inventory; and the size of all bodies of water located within Natick;
- Gather any other information necessary to analyze, evaluate, and calculate the Town's position relative to sites potentially comprising one and one half per cent or more of the total land area zoned for residential, commercial, or industrial use.
- Identify and recommend any zoning changes or other actions that might strengthen or improve the Town's position relative to meeting or exceeding any statutory or regulatory tests and criteria;
- Report its findings and recommendations to 2020 Spring Annual Town Meeting or such other date as Town Meeting shall establish provided, however, that this shall not preclude any preliminary or earlier report(s) to Town boards, committees, commissions, or to Town Meeting;

To authorize said committee to develop a database of properties to be included in and/or excluded from either the numerator or the denominator of any statutory calculation

To provide that said committee shall have access to Town Counsel and to Town staff, including but not limited to the Community and Economic Development, DPW (GIS), and Finance (Assessors) divisions and may utilize the services of outside consultants;

To provide for a method to engage any such outside consultant or other vendor including, without limitation, a reserve fund transfer by the Finance Committee, under the direction of the Study Committee

To appropriate the sum of \$5,000 from Free Cash to accomplish the purpose of said committee;

To set the term of said study committee to expire upon the dissolution of 2020 Spring Annual Town Meeting, unless otherwise extended by Town Meeting;

Said committee, being a multiple member body under the Town Charter, is authorized to sponsor warrant articles for any Annual or Special Town Meeting Warrant.

Moved by Mr. Ostroff, seconded by Mr. Freedman to take no action on the subject matter of Article 28. Discussion ensued on both motions. The Moderator declared that Town Meeting will vote the main motion first. ***The main motion under Article 28 failed (31-53-4). The motion to take no action on the subject matter of Article 28 passed by majority vote (by hand count).***

The Moderator recognized the staff who help to make sure Town Meeting runs smoothly including the Town Clerk's office, Pegasus, the custodian staff and the pages.



Moved by Mr. Sidney, seconded by Mr. Ostroff to dissolve the 2019 Spring Annual Town Meeting *The motion to dissolve passed by majority vote. 2019 Spring Annual Town Meeting dissolved at 11:15 PM on Tuesday, April 30, 2019.*

A record of the Fifth Session of  
2019 Spring Annual Town Meeting  
April 30, 2019

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Diane Packer, Town Clerk

## 2019 SPECIAL TOWN MEETING #1

### WARRANT 2019 SPECIAL TOWN MEETING #1 April 23, 2019

THE COMMONWEALTH OF THE MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:  
Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Natick High School, Natick on **Tuesday Evening April 23, 2019 at 7:30 PM**, then and there to act on the following Articles:

- |           |  |
|-----------|--|
| Article 1 | Establish Special Revenue Account for PEG Access and Cable Related Funds |
| Article 2 | PEG Access and Cable Related Fund Appropriation or Transfer of Funds     |
| Article 3 | Fiscal 2019 Morse Institute Library Budget                               |
| Article 4 | Fiscal 2019 Bacon Free Library Budget                                    |

Given under our hands this 18th day of March, 2019.

#### *Board of Selectmen for the Town of Natick*

s/ Amy K. Mistrot  
Amy K. Mistrot  
Chair

s/ Susan G. Salamoff  
Susan G. Salamoff  
Vice Chair

s/ Michael J. Hickey, Jr.  
Michael J. Hickey, Jr.  
Clerk

s/ Jonathan Freedman  
Jonathan Freedman  
Member

s/ Richard P. Jennett, Jr.  
Richard P. Jennett, Jr.  
Member

## 2019 SPECIAL TOWN MEETING #1

**2019 Special Town Meeting #1  
Fine and Performing Arts Center  
Marshall Lebowitz Town Meeting Room  
Natick High School  
April 23, 2019**

The First Session of the 2019 Special Town Meeting #1 was called to order at 7:40 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the First Session of 2019 Special Town Meeting #1. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the Town's official record. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; after the oath of office the Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North and Cynthia Amara, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen; John Townsend, Assistant Town Administrator for Finance will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator announced that the same rules that are in effect for the Annual Town Meeting will be in effect for the Special Town Meeting. ***Town Meeting accepted the rules without objection.*** Moved by Mr. Sidney, seconded by Mr. Gath to waive reading the text of all 2019 Special Town Meeting #1 warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. ***The motion passed unanimously (by hand count).***

Ms. Salamoff moved, seconded by Mr. Ostroff that it be resolved that the following Dedication of the 2018 Town Report in honor of Erica and Jay Bay be read and entered into the official records of the Town of Natick.

The 2018 Natick Town Report is dedicated to Erica "Ricky" and Jay Ball for their decades of leadership, citizenship, and fellowship in their beloved community of Natick, where they have made enduring contributions to our civic and cultural life.

Ricky came to the United States as a refugee from Austria, from which her family escaped persecution during the Holocaust. She has never taken for granted our freedoms and responsibilities.

Jay is a native of New York City, having moved to the area to study at MIT, where he received both a Bachelor's and Master's in Electrical Engineering, and had a long career in the field. Ricky earned a BA at Brandeis, where her studies in sociology prepared her for her pioneering work. They married in 1958, and settled in Natick in 1959 during a time of community growth and upheaval. The Town's postwar increase in population, development of new residential neighborhoods, and growth in school population and services was often contentious.

Ricky was President of the Natick League of Women Voters from 1967-1971, when the League was instrumental in proposing zoning changes, bringing METCO to Natick, and starting the Lake Cochituate Watershed Association.

In 1975, she was the first woman elected to the Board of Selectmen, serving three terms in office. During her tenure, Natick adopted a Town Charter, hired its first Town Administrator, established a process for hiring Town Counsel, and conveyed land that would become the Community Farm. Through her initiative, many institutions were established that are part of the community's fabric, such as public Board interviews and appointments, the Neighborhood Bus (now part of MWRTA), and Natick Extended Day (now part of the Public Schools).

She was appointed by Governor Dukakis to the state's Housing Appeals Committee, and more recently has served multiple terms on the Natick Housing Authority Board. She has served in Town Meeting for over 35 years, and is a founding Board Member of the Center for Arts in Natick. Professionally, she was known as the "Luggage Lady" at Filene's and Macy's.

Jay has been a dedicated public servant, with 25 years on Town Meeting and three terms on the Board of Selectmen from 1997 to 2006. On the Recycling Committee, he helped lead the way to Pay As You Throw. He was on the team that



## 2019 SPECIAL TOWN MEETING #1

established Natick Days as a cherished community event. His work on the Cancer Study was invaluable, and his nine years on the Grants Panel for the MetroWest Health Foundation speaks to his interest in public health.

Jay has served on the Affordable Housing Trust Board, the Advisory Boards of the Community Farm and the Historical Society, at Temple Israel on their Board and as a member of the Ark Builders, and in countless other ways has made Natick a welcoming place to live.

The Balls have generously donated to many community causes, both monetarily and through labors of love. From TCAN, to the Morse Library, to Cedar Gardens, to the Community Farm and beyond, Jay and Ricky have helped to shape and nurture this town.

Jay and Ricky raised three children in their Wethersfield home: Alan, a professional actor; Lt. Col. David Ball (USAF Ret.); and Jonathan, killed tragically in a school bus accident in 1967.

Jay and Ricky Ball have set a high standard for public service, and have always encouraged other residents to become engaged in local government and in other endeavors. In dedicating the 2018 Annual Report to Ricky and Jay Ball, the Town honors their love of community.

***The motion passed unanimously (by hand count).***

The Moderator announced that the meeting would begin with the Special Town Meeting #1 and then continue with the 2019 Spring Annual Town Meeting, remainder of Article 8, Articles 6, 18, 16, 2 and Articles 15 and 14.

### **Article 1: Establish Special Revenue Account for PEG Access and Cable Related Funds**

#### **(Town Administrator)**

To see if the Town will vote to accept General Laws Chapter 44, Section 53F¾, which establishes a special revenue fund known as the PEG Access and Cable Related Fund, to reserve cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement, the fund to begin operations for fiscal year 2020, which begins on July 1, 2019; or to otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

Article 1	Date Voted	Motion	Quantum of Vote
	April 4, 2019	Favorable Action	9-0-0

### **MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the town accept General Laws Chapter 44 Section 53F¾ which establishes a special revenue fund known as the PEG Access and Cable Related fund, to reserve cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement. The fund shall begin operation for fiscal year 2020 which begins on July 1, 2019.

Mr. Townsend, Assistant Town Administrator, Finance requested to speak about Articles 1 and 2 at the same time. ***The main motion under Article 1 passed unanimously (113-0-0).***

### **Article 2: PEG Access and Cable Related Fund Appropriation or Transfer of Funds**

#### **(Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the PEG Access and Cable Related Fund established pursuant to the provisions of General Laws Chapter 44, Section 53F¾; or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

Article 2	Date Voted	Motion	Quantum of Vote
	April 4, 2019	Favorable Action	9-0-0

### **MOTION: (Requires a majority vote)**

## 2019 SPECIAL TOWN MEETING #1

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to transfer: all cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement; any and all funds from the following general fund accounts: "CMCAST 6.5 fund #2407, CMCAST 7.1 fund #2408, CMCAST 7.2 fund #2385, RCN CB 6.4 fund #2383, RCN CB 7.1 fund #2386, Verizon PEG Grant fund #0626, Wireless Comm Study fund #8167, Verizon PEG fund #8173, Cable Renew Sec 7.3 fund #2382"; and, any other funds or portion thereof from any fund designated by the Comptroller as containing funds from cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement, to the PEG Access and Cable Related Fund established pursuant to the provisions of General Laws Chapter 44, Section 53F  $\frac{3}{4}$ ; authorized by a vote of the 2019 Special Town Meeting under Article 1, as authorized under the provisions of General Laws Chapter 44, Section 53F  $\frac{3}{4}$ .

*The main motion under Article 2 passed by majority vote (112-1-0).*

### **Article 3: Fiscal 2019 Morse Institute Library Budget (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2019 (July 1, 2018 through June 30, 2019); or otherwise act thereon.

#### **FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

Article 3	Date Voted	Motion	Quantum of Vote
	April 4, 2019	No Action	9-0-0

#### **MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town take no action on the subject matter of Article 3.

*The motion to take no action on the subject matter of Article 3 by majority vote (104-3-3).*

### **Article 4: Fiscal 2019 Bacon Free Library Budget (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2019 (July 1, 2018 through June 30, 2019); or otherwise act thereon.

#### **FINANCE COMMITTEE RECOMMENDATION**

The Finance Committee recommends the following action:

Article 4	Date Voted	Motion	Quantum of Vote
	April 4, 2019	No Action	9-0-0

The moderator announced that as a result of an imperfection in Article 4 and the only action which will be accepted is one to take no action.

#### **MOTION: (Requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town take no action on the subject matter of Article 4.

*The motion to take no action on the subject matter of Article 4 by majority vote (103-4-4).*

Mr. Sidney moved seconded by Mr. Ostroff to dissolved Special Town Meeting #1. *The motion to dissolve passed unanimously (by hand count). 2019 Special Town Meeting #1 dissolved at 8:25PM on Tuesday, April 23, 2019.*

A record of the First Session of  
2019 Spring Annual Town Meeting  
April 9, 2019

Diane Packer, Town Clerk

## 2019 FALL TOWN MEETING

### WARRANT FALL ANNUAL TOWN MEETING OCTOBER 15, 2019

#### THE COMMONWEALTH OF THE MASSACHUSETTS

##### Middlesex, ss

To Any Constable of the Town of Natick in said County:  
Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Wilson Middle School, Natick on **Tuesday Evening October 15, 2019 at 7:30 PM**, then and there to act on the following Articles:

Article 1	Fiscal 2020 Omnibus Budget
Article 2	Stabilization Fund
Article 3	Operational/Rainy Day Stabilization Fund
Article 4	Capital Stabilization Fund
Article 5	Other Post-Employment Benefits (OPEB) Appropriation or Transfer of Funds
Article 6	Collective Bargaining
Article 7	Personnel Board Classification and Pay Plan
Article 8	PEG Access and Cable Related Fund
Article 9	Rescind Authorized, Unissued Debt
Article 10	Unpaid Bills
Article 11	Capital Equipment
Article 12	Capital Improvement
Article 13	Committee Article
Article 14	Increase Gross Receipts for Eligibility for Property Tax Deferral Program
Article 15	Street Acceptance – Eliot Hill Road, Merifield Lane, Woodcock Path
Article 16	Street Acceptance – Michael Terrace
Article 17	Street Acceptance – Clearview Terrace
Article 18	Amend Article 70 of the Town of Natick By-Laws: Public Works Regulations
Article 19	Amend Article 79A of the Town of Natick By-Laws: Stormwater Management and Erosion Control
Article 20	Transfer of land to Conservation Commission: Portions of 165 Mill Street Parcel
Article 21	West Natick Fire Station Signal Controls
Article 22	Amend Article 20 of the Natick Town Bylaws
Article 23	Alteration of Layout of North Main Street (Route 27) and Adjacent Streets
Article 24	Transfer of Land and Grant of Easement to Natick Affordable Housing Trust: 299-301 Bacon Street
Article 25	Access to Hunnewell Fields
Article 26	22 Pleasant Street
Article 27	Real Estate Transfer Surcharge in Support of Affordable Housing
Article 28	Land Area of the Town and its Makeup
Article 29	Adjust Housing Density and Residential Parking Regulations in the Downtown Mixed-Use District
Article 30	Amend Zoning By-laws: Creative Production Use Zoning Amendment
Article 31	Amend Zoning By-laws: Specialty Craft Fabrication Zoning Amendment
Article 32	Amend Zoning By-laws: Downtown Business (DB) District Zoning Amendment
Article 33	Amend Zoning By-laws: Non-conforming Uses, Large Residential Additions Zoning Amendment
Article 34	Amend Zoning By-laws: Alternate Uses In Residential Districts Zoning Amendment
Article 35	Amend Zoning By-laws: Retail Marijuana Overlay Districts
Article 36	Amend Article 2 Section 10-c of the Charter
Article 37	Report from Town Meeting Practices and Rules Committee
Article 38	Amend the Town of Natick By-Laws: Create New Standing Committee
Article 39	Amend the Town of Natick General Bylaws and Zoning Bylaws to Change References to the Board of Selectmen to the Select Board, and to Change References to Chairman to Chair



## 2019 FALL TOWN MEETING

Article 40	Amend the Town of Natick Home Rule Charter to Change References to the Board of Selectmen to the Select Board, and to Change References to Chairman to Chair
Article 41	Contact Information Requirement for Town Meeting Members and Elected Officials
Article 42	Feasibility Study for Increasing Parking Spaces for Morse Institute Library
Article 43	Annual Appropriation to Subsidize the Operation of the Lincoln Café at the Community-Senior Center
Article 44	Rezone Properties Known as 1075 & 1085 Worcester Street from Industrial II to Highway Mixed Use I.

Given under our hands this, 19th Day of August 2019.

s/ Michael J. Hickey, Jr.  
MICHAEL J. HICKEY, JR  
Chair

s/ Susan G. Salamoff  
SUSAN G. SALAMOFF  
Vice Chair

s/ Jonathan H. Freedman  
JONATHAN H. FREEDMAN  
Clerk

s/ Richard P. Jennett, Jr.  
RICHARD P. JENNETT, JR  
Member

s/Karen Adelman-Foster  
KAREN ADELMAN-FOSTER  
Member

### *Board of Selectmen for the Town of Natick*

Articles were heard in the following order:

First Session – October 15th: Articles 11, 12, 13, 14, 15, 16, 17

Second Session – October 17th: Article 1

Third Session – October 22nd: Articles 42, 19, 2, 3

Fourth Session – October 24th: Articles 32, 29

Fifth Session – October 29th: Articles 44, 20, 7, 4, 5, 6, 8, 10, 18

Sixth Session – November 5th: Article 26

Seventh Session – November 7th: Articles 20, 25, 12, 9

Eighth Session – November 12th: Articles 6, 21, 22, 23, 24, 27, 28

Ninth Session – November 14th: Articles 33, 30, 31, 34, 35, 36, 37, 38, 39, 40, 41, 43

## 2019 FALL TOWN MEETING

### 2019 Fall Annual Town Meeting Marshall Lebowitz Town Meeting Room

Wilson Middle School  
October 15, 2019, First Session

The First Session of the 2019 Fall Annual Town Meeting was called to order at 7:40 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the First Session of 2019 Fall Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the Town's official record. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. Sean O'Brien will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town, town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions", found in the Natick By-Laws, the Town Meeting Member Handbook and *Town Meeting Time*. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. Without objection, the preceding statements were accepted as rules of 2019 Fall Annual Town Meeting.

The rules were entered into the record without objection. The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Sidney, seconded by Mr. Gath to waive reading the text of all 2019 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. ***The motion passed unanimously (by hand count).***

The Moderator reminded Town Meeting Members that any motion and amendments to motions must be made in writing and if complex a word document is preferred.

Moved by Mr. Munnich, seconded by Mr. Hayes to postpone consideration of Articles 1-8 and 10 until the first order of business on Thursday, October 17<sup>th</sup>. ***The motion passed by majority vote (110-3-2).***

## 2019 FALL TOWN MEETING

Ms. Evans moved, seconded by Mr. Ostroff to postpone consideration of Article 29 so that it is heard immediately after Article 32 and that Articles 32 and 29 be taken up as the first order of business on Thursday, October 24<sup>th</sup>. ***The motion passed by majority vote (111-4-2).***

Moved by Mr. Munnich seconded by Mr. Ostroff to postpone consideration of Articles 9, 25, 26 and Article 12, Motion A2 until the first order of business on Tuesday, November 5<sup>th</sup>. ***The motion passed by majority vote (109-6-3).***

Moved by Mr. Munnich, seconded by Mr. Ostroff to postpone consideration of Article 19 until Tuesday, October 22<sup>nd</sup>. ***The motion passed by majority vote (111-6-2).***

Moved by Mr. Beaumont, seconded by Mr. Weisse to postpone consideration of Article 42 until Tuesday, October 22<sup>nd</sup> and this article shall be considered as the first order of business on that day. ***The motion passed by majority vote (111-5-3).***

Moved by Mr. Munnich, seconded by Mr. Gath, to postpone consideration of Article 20 until the last order of business at the end of the warrant. ***The motion passed by majority vote (102-8-5).***

### ARTICLE 11: Capital Equipment (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

### FINANCE COMMITTEE RECOMMENDATION

By a vote of 13-0-0 on September 24, 2019 the Finance Committee recommended **favorable action** with regard to the subject matter of Article 11 Motions A-C and E; and by a vote of 11-1-1 on Motion D.

Motion A was moved by Mr. Evans and seconded by Mr. Hayes

**MOTION A: (two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$584,800 to be expended under the direction of the Department of Public Works for the purpose of replacing vehicle #3 Engineering Survey Vehicle, and replacing dumpsters, under the direction of the Natick Public Schools for upgrading security cameras and door controls, repairing and replacing curtains and rigging at the Johnson Elementary School, the Wilson Middle School, and the Natick High School, replacing projectors in the Natick Public Schools, and an auditorium sound and microphone upgrade study, under the direction of the Facilities Department for the purpose of replacing white boards at the Brown Elementary School, under the direction of the Fire Department for the purpose of purchasing Nomex Fire Hoods, and replacing a rescue boat, under the direction of the Information Technology Department for the purpose of replacing projectors at Town Hall, under the direction of the Police Department for the purpose of replacing police cruisers, and replacing meter poles, under the direction of the Sustainability Coordinator for an electrification feasibility study, and under the direction of Town Administration for capital emergencies, individually shown as items 1 through 14 in Table A below, and that to meet this appropriation the sum of \$584,800 be raised from the Capital Stabilization Fund.

TABLE A - MOTION A: Article 11 - Capital Equipment - 2019 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	DPW - Engineering	Replace Vehicle 3 (E-2) Engineering Survey Vehicle	Capital Stabilization	\$52,000
2	DPW - Highway, Sanitation, and Recycling	Replace Dumpsters	Capital Stabilization	\$17,500
3	Natick Public Schools	Natick Public School - Security Cameras/ Door Controls	Capital Stabilization	\$80,000
4	Natick Public Schools	Repair/Replace Stage Curtains/Rigging At Johnson Elementary, Natick High School, Wilson Middle School	Capital Stabilization	\$45,000
5	Natick Public Schools	School Projector Installation/Replacement	Capital Stabilization	\$83,000
6	Natick Public Schools	Auditorium Sound And Microphone Upgrade Study FCC Band	Capital Stabilization	\$15,000
7	Facilities	Brown Elementary School - White Board Replacement (9)	Capital Stabilization	\$25,000
8	Fire	Nomex Fire Hoods	Capital Stabilization	\$8,500
9	Fire	Rescue Boat	Capital Stabilization	\$30,000
10	Information Technology	Town Hall Projector Installation/Replacement	Capital Stabilization	\$16,000
11	Police	Cruiser Replacement	Capital Stabilization	\$130,000
12	Police	Meter Pole Replacement	Capital Stabilization	\$35,000
13	Sustainability	Electrification Feasibility Study	Capital Stabilization	\$13,000
14	Town Administration	Capital Emergencies	Capital Stabilization	\$34,800

**Appropriation under Article 11: MOTION A**

**\$ 584,800**

Mr. Chenard, Deputy Town Administrator for Operations made a presentation on all of the motions under Article 11. ***Motion A under Article 11 passed by a two-thirds vote (119-1-1).***



## 2019 FALL TOWN MEETING

Motion B was moved by Mr. Evans and seconded by Mr. Hayes.

**MOTION B: (two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$330,000 to be expended under the direction of the Department of Public Works for the purpose of replacing vehicle 511 Recycling Truck, individually shown as item 1 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$330,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$330,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**TABLE B, MOTION B: Article 11 - Capital Equipment - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	DPW - Highway, Sanitation, and Recycling	Replace Vehicle 511 (S-101) Recycling Truck	Tax Levy Borrowing	\$330,000

**Appropriation under Article 11: MOTION B** **\$ 330,000**

*Motion B under Article 11 passed by a two-thirds vote (115-4-1).*

Motion C was moved by Mr. Evans and seconded by Mr. Hayes

**MOTION C: (majority vote required)**

Move that the Town vote to appropriate the sum of \$5,000 to be expended under the direction of the Golf Course Enterprise Fund for the purpose of a sod cutter individually shown as items 1 in Table C below, and that to meet this appropriation the sum of \$5,000 be raised from the Golf Course Retained Earnings.

**TABLE C, MOTION C: Article 11 - Capital Equipment - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Golf Course	Sod Cutter	GC Retained Earnings	\$5,000

**Appropriation under Article 11: MOTION C** **\$ 5,000**

*Motion C under Article 11 passed by majority vote (119-0-2).*

Motion D was moved by Mr. Evans, seconded by Mr. Hayes

**MOTION D: (two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$910,000 to be expended under the direction of the Department of Public Works for the purpose of replacing vehicle 619 Vactor Truck, and Springvale/Elm Bank Chemical Feed Upgrades individually shown as items 1 and 2, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$910,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$910,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**TABLE D, MOTION D: Article 11 - Capital Equipment - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water Sewer Enterprise	Replace Vehicle 619 (W-30) Vactor Truck	W/S Borrowing	\$600,000
2	Water Sewer Enterprise	Springvale/Elm Bank Chemical Feed Upgrades	W/S Borrowing	\$310,000

**Appropriation under Article 11: MOTION D** **\$ 910,000**

*Motion D under Article 11 passed by a two-thirds vote (122-0-1).*

Motion E was moved by Mr. Evans and seconded by Mr. Hayes

**MOTION E: (majority vote required)**

Move that the Town vote to appropriate the sum of \$80,000 to be expended under the direction of the Department of Public Works for the purpose of SCADA Equipment Upgrades, individually shown as item 1 in the Table E below, and that to meet this appropriation the sum of \$80,000 be raised from the from Water Sewer retained earnings.

**TABLE E, MOTION E: Article 11 - Capital Equipment- 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water Sewer Enterprise	SCADA Equipment Upgrade	W/S Retained Earnings	\$80,000

**Appropriation under Article 11: MOTION E** **\$ 80,000**

*Motion E under Article 11 passed by majority vote (119-0-1).*

## ARTICLE 12: Capital Improvement (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

## FINANCE COMMITTEE RECOMMENDATION

By a vote of 12-0-0 on September 24, 2019 the Finance Committee recommended **favorable action** with regard to the subject matter of Article 12 Motions A1; 11-0-1 on Motion B; 11-0-0 on Motions C-E.

Mr. Chenard, Deputy Town Administrator for Operations made a presentation on all of the motions under Article 12, excluding Motion A2.

Motion A1 was moved by Mr. Evans, seconded by Mr. Hayes

### MOTION A1: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$692,500 to be expended under the direction of the Facilities Management Department for the purpose of replacing Wilson Middle School Bathroom Partitions, Retiling Cafeteria Floor at the Johnson Elementary School, Replacing Interior Stairways at the Johnson Elementary School, painting 12 classrooms at the Wilson Middle School, adding AC in the office and support areas at the Wilson Middle School, engineering to replace the Digital Data Control System at the Bennett Hemenway Elementary School, engineering study for air conditioning the second floor at the Wilson Middle School and the Bennett Hemenway Elementary School, adding additional heat to the garage at the Police Station, under the direction of the Department of Public Works for installing or repairing guardrail, park and field renovations, tree replacement, tree inventory, under the direction of the Sustainability Coordinator for energy efficiency programs, under the direction of the Police Department to renovate the firing range, and under the direction of Town Administration for clock repair, individually shown as items 1 through 15 in the Table A1 below, and that to meet this appropriation the sum of \$692,500 be raised from the Capital Stabilization Fund.

**TABLE A1, MOTION A1: Article 12 - Capital Improvement - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Facilities	Wilson Middle School Bathroom Partitions	Capital Stabilization	\$40,000
2	Facilities	Johnson School - Retile Cafeteria Floor	Capital Stabilization	\$15,000
3	Facilities	Johnson School - Replace Interior Stairways	Capital Stabilization	\$30,000
4	Facilities	Wilson Middle School - Paint 12 Classrooms	Capital Stabilization	\$50,000
5	Facilities	Wilson Middle School - adding AC Office and Support Area	Capital Stabilization	\$12,500
6	Facilities	Bennett Hemenway School Engineering To Replace The DDC System	Capital Stabilization	\$25,000
7	Facilities	Engineering Study For 2nd Floor AC At Wilson And Ben Hem	Capital Stabilization	\$50,000
8	Facilities	Police Station - Add Additional Heat To The Garage	Capital Stabilization	\$15,000
9	DPW - Highway, Sanitation, and Recycling	Guardrail (Various Locations)	Capital Stabilization	\$12,000
10	DPW - Land Facilities and Natural Resources	Park And Field Renovations	Capital Stabilization	\$175,000
11	DPW - Land Facilities and Natural Resources	Tree Replacement	Capital Stabilization	\$30,000
12	DPW - Land Facilities and Natural Resources	Tree Inventory	Capital Stabilization	\$10,000
13	Sustainability	Energy Efficiency Programs	Capital Stabilization	\$100,000
14	Police	Firearms Range Renovation	Capital Stabilization	\$110,000
15	Town Administration	Downtown Clock Repairs	Capital Stabilization	\$18,000

**Appropriation under Article 12: MOTION A**

**\$ 692,500**

There were some questions regarding the text in the motion and the Moderator requested that further consideration of Motion A1 be postponed until Thursday, October 17<sup>th</sup>. Moved by Mr. Griesmer, seconded by Mr. Sidney to postpone consideration of Motion A1 until Thursday, October 17<sup>th</sup>. *The motion to postpone further consideration of Motion A1 passed (108-7-4).*

Motion B was moved by Mr. Evans and seconded by Mr. Hayes

## 2019 FALL TOWN MEETING

### MOTION B: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$5,650,000 to be expended under the direction of the Department of Public Works for the purpose of roadway improvements to South Main Street, Roadway & Sidewalks Improvements, individually shown as items 1 through 2 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$5,650,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$5,650,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**TABLE B, MOTION B: Article 12 - Capital Improvement - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	DPW - Engineering	Construction - Roadway Improvements South Main St.	Tax Levy Borrowing	\$4,650,000
2	DPW - Engineering	Construction - Roadway and Sidewalk Improvements	Tax Levy Borrowing	\$1,000,000

**Appropriation under Article 12: MOTION B** **\$ 5,650,000**

*Motion B under Article 12 passed by a two-thirds vote (116-5-0).*

Motion C was moved by Mr. Evans and seconded by Mr. Hayes

### MOTION C: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$500,000 to be expended under the direction of the Department of Public Works for the purpose of ground water well replacement, individually shown as item 1, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$500,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$500,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**TABLE C, MOTION C: Article 12 - Capital Improvement - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Ground Water Well Replacement	Water Sewer Borrowing	\$ 500,000

**Appropriation under Article 12: MOTION C** **\$ 500,000**

*Motion C under Article 12 passed by a two-thirds vote (117-0-1).*

Motion D was moved by Mr. Evans and seconded by Mr. Hayes

### MOTION D: (requires a majority vote)

Move that the Town vote to appropriate the sum of \$158,500 to be expended under the direction of the Department of Public Works for the purpose of water distribution system enhancements and water meter replacement study, individually shown as items 1 and 2, in Table E below, and that to meet this appropriation the sum of \$158,500 be raised from Water Sewer Retained Earnings.

**TABLE D, MOTION D: Article 12 - Capital Improvement - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water Sewer	Water Distribution System Enhancements	W/S Retained Earnings	\$150,000
2	Water Sewer	Water Meter Replacement Study	W/S Retained Earnings	\$8,500

**Appropriation under Article 12: MOTION E** **\$ 158,500**

*Motion D under Article 12 passed by majority vote (118-0-2).*

Motion E was moved by Mr. Evans and seconded by Mr. Hayes

### MOTION E: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$150,000 to be expended under the direction of the Department of Public Works for the purpose of sewer collection system repairs and maintenance, individually shown as items 1, in Table E below, and that to meet this appropriation the sum of \$150,000 be raised from the I & I Stabilization Fund.

**TABLE E, MOTION E: Article 12 - Capital Improvement - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Sewer Collection System Repairs & Maintenance	I & I Stabilization Fund	\$150,000

**Appropriation under Article 12: MOTION E** **\$ 150,000**

*Motion E under Article 12 passed unanimously (120-0-0).*

## ARTICLE 13: Committee Article (Board of Selectmen)



To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 12-0-0 on September 24, 2019 the Finance Committee recommended that **no action** be taken with regard to the subject matter of Article 13.

**MOTION (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that no action be taken on the subject matter of Article 13.

*The motion to take no action under Article 13 passed by majority vote (105-4-7).*

**ARTICLE 14: Increase Gross Receipts For Eligibility for Property tax Deferral Program  
(Board of Selectmen)**

To see if the Town will vote to increase the maximum qualifying gross receipts from all sources which an eligible person may have as exempt from property taxes in the prior calendar year, to be eligible to defer property taxes under G.L. c. 59§ 5, Clause 41A; however such maximum qualifying gross receipts amount shall not exceed the amount of income determined by the commissioner of revenue for the purposes of subsection (k) of Section 6 of Chapter 62 for a single person who is not a head of household. Such increase to be effective for deferrals granted for taxes assessed for any fiscal year beginning on or after July 1, 2019; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 12-0-1 on September 26, 2019 the Finance Committee recommended that **favorable action** be taken with regard to the subject matter of Article 14.

**MOTION (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes move that the Town will vote to increase the gross receipts that seniors may have in the prior calendar year to be eligible to defer property taxes under G.L. c. 59§ 5, Clause 41A from \$56,000 to the maximum amount of income determined by the commissioner of revenue for the purposes of the senior circuit breaker tax credit, subsection (k) of Section 6 of Chapter 62, for a single person who is not a head of household. Such increase to be effective for deferrals granted for taxes assessed for any fiscal year beginning on or after July 1, 2019; or otherwise act thereon.

Ms. Salamoff, Member of the Board of Selectmen and Mr. Henderson, Director of Assessing spoke to this article. *The main motion under Article 14 passed by majority vote (113-2-2).*

**ARTICLE 15: Street Acceptance-Eliot Hill Road, Merifield Lane, Woodcock Path  
(Board of Selectmen)**

To see if the Town will vote to accept **Eliot Hill Road, Merifield Lane and Woodcock Path** as public ways, and any appurtenant easements thereto, as laid out as shown a plan entitled "Eliot Acres Section II, a Subdivision of land in Natick Mass. " dated July 30 1966, Prepared by Schofield Brothers Registered Land Surveyors & Civil Engineers, recorded at the Middlesex (South) Registry of Deeds as plan Number 1122 of 1967, book 11401, Page 527; to see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Eliot Hill Road, and any appurtenant drainage, utility or other easements related to said Eliot Hill Road and/or to accept grants thereof; and further to authorize the Board of Selectmen and other Applicable Town of Natick Boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article; Meaning and intending to accept the remainder of Eliot Hill Road, Merifield Lane and Woodcock Path, such that the entirety of these named roads are accepted by the Town as public ways., or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended that **favorable action** be taken with regard to the subject matter of Article 15.

**MOTION (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to accept Eliot Hill Road, Merifield Lane and Woodcock Path as public ways, and any appurtenant easements thereto, as laid out as shown a plan entitled "Eliot Acres

## 2019 FALL TOWN MEETING

Section II, a Subdivision of land in Natick Mass.,” dated July 30, 1966, prepared by Schofield Brothers Registered Land Surveyors & Civil Engineers, recorded at the Middlesex (South) Registry of Deeds as Plan Number 1122 of 1967, Book 11,401, Page 527; and further, that the Town authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Eliot Hill Road, and any appurtenant drainage, utility or other easements related to said Eliot Hill Road and/or to accept grants thereof; and further, to appropriate the sum of \$1000 from Free Cash for the purposes of this article; and further, to authorize the Board of Selectmen and other applicable Town of Natick Boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article; meaning and intending to accept the remainder of Eliot Hill Road, Merifield Lane and Woodcock Path, such that the entirety of these named roads are accepted by the Town as public ways; and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Hickey, Chair of the Board of Selectmen spoke to this article. *The main motion under Article 15 passed by a two-thirds vote (102-6-2).*

### **ARTICLE 16: Street Acceptance – Michael Terrace (Board of Selectmen)**

To see if the Town will vote to accept **Michael Terrace** as a public way, and any appurtenant easements thereto, as laid out as shown a plan entitled “Countryside Acres, Subdivision of Land in Natick Mass. “ dated May 14, 1962, Prepared by McCarthy Engineering Service Inc., recorded at the Middlesex (South) Registry of Deeds as plan Number 1332 of 1963, book 10,363, Page 221; to see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Michael Terrace, and any appurtenant drainage, utility or other easements related to said Michael Terrace and/or to accept grants thereof; and further to authorize the Board of Selectmen and other Applicable Town of Natick Boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article; Meaning and intending to accept the remainder of **Michael Terrace**, such that the entirety of this named road is accepted by the Town as a public way, or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended that **favorable action** be taken with regard to the subject matter of Article 16.

### **MOTION (requires a two-thirds vote)**

Move that the Town vote to accept Michael Terrace as a public way, and any appurtenant easements thereto, as laid out as shown a plan entitled “Countryside Acres, Subdivision of Land in Natick Mass.,” dated May 14, 1962, prepared by McCarthy Engineering Service Inc., recorded at the Middlesex (South) Registry of Deeds as Plan Number 1332 of 1963, Book 10,363, Page 221; and further, that the Town authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Michael Terrace, and any appurtenant drainage, utility or other easements related to said Michael Terrace and/or to accept grants thereof; and further, to appropriate the sum of \$1000 from Free Cash for the purposes of this article; and further, to authorize the Board of Selectmen and other applicable Town of Natick Boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article; meaning and intending to accept the remainder of Michael Terrace, such that the entirety of this named road is accepted by the Town as a public way; and to take all action necessary or appropriate to accomplish the purposes of this article.

Moved by Mr. Freedman, seconded by Mr. Jennett to refer the subject matter of Article 16 to the Board of Selectmen. The referral motion was voted first. *The referral motion under Article 16 passed by majority vote (91-11-3).*

### **ARTICLE 17: Street Acceptance – Clearview Terrace (Board of Selectmen)**

To see if the Town will vote to accept **Clearview Drive** as a public way, and any appurtenant easements thereto, as laid out as shown a plan entitled “Revised plan of Eliot Acres Plan of Land in Natick Mass. “ dated September 26, 1966, Prepared by McCarthy Engineering Services, recorded at the Middlesex (South) Registry of Deeds as plan Number 1308(A of 2) of 1966, Book 11245, Last page; to see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Clearview Drive, and any appurtenant drainage, utility or other easements related to said Eliot Hill Road and/or to accept grants thereof; and further to authorize the Board of Selectmen and other Applicable Town of Natick Boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article; Meaning and intending to accept the remainder of Clearview Drive, such that the entirety of this named road is accepted by the Town as a public way, or otherwise act thereon.



**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended that **favorable action** be taken with regard to the subject matter of Article 17.

**MOTION (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to accept Clearview Drive as a public way, and any appurtenant easements thereto, as laid out as shown on a plan entitled "Revised Plan of Eliot Acres Plan of Land in Natick Mass." dated September 26, 1966, prepared by McCarthy Engineering Services, recorded at the Middlesex (South) Registry of Deeds as Plan Number 1308 (A of 2) of 1966, Book 11,245, Last page; and further, that the Town authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Clearview Drive, and any appurtenant drainage, utility or other easements related to said Clearview Drive and/or to accept grants thereof; and further, to appropriate the sum of \$1000 from Free Cash for the purposes of this article; and further, to authorize the Board of Selectmen and other applicable Town of Natick Boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article; Meaning and intending to accept the remainder of Clearview Drive, such that the entirety of this named road is accepted by the Town as a public way; and to take all action necessary or appropriate to accomplish the purposes of this article.

*The main motion under Article 17 passed by a two-thirds vote (96-8-1).*

Mr. Sidney moved seconded by Mr. Jennett to adjourn. *The motion to adjourn passed by majority vote. The meeting adjourned at 10:15 PM until Thursday, October 17, 2019 at 7:30 PM.*

A record of the First Session of  
2019 Fall Annual Town Meeting  
October 15, 2019

Diane Packer, Town Clerk



## 2019 FALL TOWN MEETING

**2019 Fall Annual Town Meeting  
Marshall Lebowitz Town Meeting Room  
Wilson Middle School  
October 17, 2019, Second Session**

The Second Session of the 2019 Fall Annual Town Meeting was called to order at 7:40 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2019 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Linda Wollschlager, Finance Committee Vice Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. Sean O'Brien will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

Moved by Mr. Freedman, seconded by Mr. Jennett to postpone consideration of Article 7 until October 22<sup>nd</sup>. ***The motion passed by majority vote (103-1-2).***

The Moderator announced that the meeting would begin with Article 1.

### **ARTICLE 1: Fiscal 2020 Omnibus Budget (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2020 (July 1, 2019 through June 30, 2020) and to provide for a reserve fund for Fiscal Year 2020, and to see what budgets for Fiscal 2020 will be reduced to offset said additional appropriations; or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 12-0-0 on Motion A, on September 26, 2019 the Finance Committee recommended **favorable action** with regard to the subject matter of Article 1, Motion A and by a vote of 11-0-0 on Motions B and C.

### **Motion A (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to increase the appropriation voted by the 2019 Spring Annual Town Meeting under Article 8 for the following budgets by the sum of \$738,588, said sum to be distributed as follows:

- To supplement the Public Safety budget as voted under Article 8 Motion B1 of the 2019 Spring Annual Town Meeting by adding \$15,000 to Parking Enforcement Expenses for equipment repairs and collections software maintenance.
- To supplement the Public Safety budget as voted under Article 8 Motion B1 of the 2019 Spring Annual Town Meeting by adding \$3,325 to Police Salaries for management merit increases.

## 2019 FALL TOWN MEETING

- To supplement the Public Safety budget as voted under Article 8 Motion B2 of the 2019 Spring Annual Town Meeting by adding \$25,000 to Fire Department Expenses for contractually required assessment center.
- To supplement the Administrative Support Services budget as voted under Article 8 Motion E of the 2019 Spring Annual Town Meeting by adding \$10,077 to Finance Salaries for Finance Coordinator upgrade and merit increase for Payroll Manager.
- To supplement the Shared Expenses budget as voted under Article 8 Motion G of the 2019 Spring Annual Town Meeting by adding \$40,000 to Property and Liability Insurance for increased insurance coverage costs.
- To supplement the Administrative Support Services budget as voted under Article 8 Motion E of the 2019 Spring Annual Town Meeting by adding \$25,000 to Information Technology Expenses for system security testing.
- To supplement the Board of Selectmen's budget as voted under Article 8, Motion E of the 2019 Annual Town Meeting by adding \$620,186 to Board of Selectmen Expense for CBA Settlements.

With the above Budget be raised from following sources: Free Cash for Fiscal Year 2020: \$738,588

Moved by Mr. Freedman, seconded by Mr. Jennett to amend Motion A, bullet point 7 by inserting after the date "2019" the word "Spring". ***The motion passed unanimously (by hand count).***

The Moderator requested that without objection Town Meeting allow Ms. Malone more than ten minutes. There was an objection. The Meeting voted, by majority vote (by hand count) to allow the Town Administrator 20 minutes for a budget presentation. The Town Administrator gave a presentation to Town Meeting.

The amended main motion A under Article 1 passed by majority vote (101-7-2).

### **Motion B (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to increase the appropriation voted by the 2019 Spring Annual Town Meeting under Article 8 for the following budgets by the sum of \$96,000, said sum to be distributed as follows:

- To supplement the Community Services and Health budget as voted under Article 8 Motion D of the 2019 Spring Annual Town Meeting by adding \$62,000 to Community Services Salaries for salaries previously covered by the rental revolving fund.
- To supplement the Community Services and Health budget as voted under Article 8 Motion D of the 2019 Spring Annual Town Meeting by adding \$24,000 to Community Services Salaries for salaries previously covered by the rental revolving fund.
- To supplement the Community Services and Health budget as voted under Article 8 Motion D of the 2019 Spring Annual Town Meeting by adding \$10,000 to the Community Service's Council on Aging to produce and mail the Sentinel Newsletter.

With the above Budget be raised from following sources:

Free Cash for Fiscal Year 2020: \$96,000

Ms. Malone spoke to this motion. ***Motion B under Article 1 passed by majority vote (68-35-7).***

### **Motion C (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to increase the appropriation voted by the 2019 Spring Annual Town Meeting under Article 8 for the following budgets by the sum of \$2,000,000, said sum to be distributed as follows:

## 2019 FALL TOWN MEETING

- To supplement the Shared Expenses budget as voted under Article 8, Motion G of the 2019 Spring Annual Town Meeting by adding \$1,640,000 to Shared Expenses, Employee Fringe for buyout of the Town's liabilities to the LIUNA National (Industrial) Pension Fund.
- To supplement the Water & Sanitary Sewer Enterprise Fund budget as voted under Article 8 Motion H1 of the 2019 Spring Annual Town Meeting by adding \$360,000 to Water & Sanitary Sewer, Employee Fringe Benefits for buyout of the Enterprise Fund's liabilities to the LIUNA National (Industrial) Pension Fund.

With the above total budget amendment amount be raised from following sources:

Free Cash FY 2020	\$1,640,000
Water and Sewer Retained Earning	\$ 360,000

Mr. Freedman moved, seconded by Mr. Jennett that the Town vote to amend Motion C in the 1<sup>st</sup> paragraph by deleting the amount \$2,000,000 and inserting in its place \$975,000; and move that the Town vote to amend Motion C: bullet point one by deleting the amount "\$1,640,000" and inserting in its place "\$800,000"; bullet point two by deleting the amount "\$360,000" and inserting in its place "\$175,000"; last paragraph, after the words "Free Cash FY 2020" deleting the amount "\$1,640,000" and inserting in its place "\$800,000"; and, last paragraph after the words "Water and Sewer Retained Earnings" deleting the amount "\$360,000" and inserting in its place "\$175,000".

Ms. Malone spoke to the amendment to the main motion. Discussion ensued on the amendment. ***The amendment passed by majority vote (53-45-10).*** Ms. Malone spoke to the amended main motion. Mr. Hickey, Chair of the Board of Selectmen read a statement on behalf of the Board regarding Article 1, Motion C. There was a great deal of discussion on the main motion. Mr. Ken Noonan, an employee in the Facilities Department, spoke as a representative of the Union. Discussion continued on the main motion. ***The amended Motion C under Article 1 failed (8-100-2).***

Mr. Sidney moved seconded by Mr. Griesmer to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:20 PM until Tuesday, October 22, 2019 at 7:30 PM.***

A record of the Second Session of  
2019 Fall Annual Town Meeting  
October 17, 2019

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Diane Packer, Town Clerk



## 2019 FALL TOWN MEETING

**2019 Fall Annual Town Meeting  
Marshall Lebowitz Town Meeting Room  
Wilson Middle School  
October 22, 2019, Third Session**

The Third Session of the 2019 Fall Annual Town Meeting was called to order at 7:40 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Third Session of 2019 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Linda Wollschlager, Finance Committee Vice Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. Sean O'Brien will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

Moved by Mr. Ostroff, seconded by Mr. Jennett that when Town Meeting adjourns on Tuesday, October 29 that we next meet on Tuesday, November 5. ***The motion passed by majority vote (by hand count).***

Ms. McDonough moved, seconded by Ms. Collins that the following resolution for Dr. Joseph Keefe be entered into the record of Town Meeting. ***The motion passed unanimously (by hand count).***

WHEREAS Dr. Joseph Keefe was a veteran teacher at teacher at Coolidge Jr. High and Assistant Principal at the Wilson Junior High School, and therein had a huge influence in the direct teaching and development of middle school aged children in Natick, and

WHEREAS Dr. Keefe opened the then state-of-the-art Kennedy Junior High School in 1965 as its first principal, further contributing to the development of strong programming for adolescents, and

WHEREAS Dr. Keefe served as Superintendent from 1976-1995 during which time he worked to redistrict and reshape the schooling configuration for the district, transforming the former junior high school model to that of a developmentally responsive middle school model, reflecting the best research on learning environments for this special age group of students in grades 5 through 8.

NOW THEREFORE, Natick School Committee celebrates and honors the impact Dr. Keefe has had on all schools, but in particular, on the Kennedy Middle School and seeks to commemorate his contributions as we build the next generation of Natick's Kennedy Middle School. The success of the new school and its leaders, teachers, and students have all been the beneficiary of his influence and his legacy lives on in the school of the future.

Ms. Nolin presented a plaque to Dr. Keefe. Dr. Keefe spoke and thanked everyone.

**ARTICLE 42: Feasibility Study for Increasing Parking Spaces for Morse Institute Library  
(Saul Beaumont et al)**

## 2019 FALL TOWN MEETING

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for a study to determine the feasibility of increasing the amount of Morse Institute Library parking places. The study of the area around the library including Clarendon Street is to determine the feasibility and cost for the following items, including but not limited to:

1. increase the safety of using library parking to avoid crossing a public street
2. bring the disabled parking spaces closer to the library to avoid crossing a public street
3. increase the quantity of parking spaces available to the public to better support the library usage of more than a thousand users per day

or any other criteria otherwise necessary to fulfill the objectives of the feasibility study. Or take any further action with respect thereto.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 8-5-0 on September 3, 2019 the Finance Committee recommended **favorable action** with regard to the subject matter of Article 42.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the sum of \$15,000 from Free Cash for the purpose of implementing a feasibility study for modifying Clarendon Street (the street between the library and the police station) to increase parking spaces for Morse Institute Library and to move the disabled parking spots next to the library. Said funding to be expended under the direction of the Engineering Division of the Department of Public Works in cooperation with of the Morse Institute Library Board of Trustees.

Mr. Beaumont made a presentation regarding this article. Moved by Mr. Beaumont, seconded by Mr. Munnich to amend the main motion by deleting the word “implementing” in the second line and replacing it with the word “performing” and by inserting the words “the area around the library including E. Central St., Washington St., and” after the word “modifying” in the second line. *The amendment to the main motion passed by majority vote (97-17-10).*

Discussion on the amended main motion continued. Moved by Mr. Jennett, seconded by Ms. Salamoff to refer the subject matter of Article 42 to the Board of Selectmen and the Town Staffing Parking Committee. Discussion continued. Ms. Gloff moved, seconded by Mr. Coffey to move the question and end debate on the article. *The motion to close debate passed by a two-thirds vote (by hand count).* The referral motion was voted first. *The referral motion under Article 42 passed by majority vote (76-41-1).*

### **ARTICLE 19: Amend Article 79A of the Town of Natick By-Laws: Stormwater Management and Erosion Control (Board of Selectmen)**

To see if the Town will vote to amend the existing Stormwater and Erosion Control By-Law, as codified in Article 79A of the Natick Town Bylaws, to optimize the Town’s regulation of land disturbance activity, for purposes that shall include, but shall not be limited to the following: (1) the protection of local drinking water supply; (2) the reduction of stormwater runoff; (3) compliance with new Municipal Separate Storm Sewer System (MS4) regulations; (4) the preservation of natural resources; and (5) the achievement of recommendations proposed in the 2019 Natick 2030+ Master Plan, 2018 Hazard Mitigation Plan and the 2018 Community Resilience Building Report; or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended **favorable action** with regard to the subject matter of Article 19.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to amend the Natick Town ByLaws, Article 79A “Stormwater Management and Erosion Control By-Law,” as follows:

Delete Sections 1 through Section 16 in their entirety and replace with the following text in its entirety:



**“Section 1                      Purpose**

A.        Increased volumes of Stormwater, contaminated Runoff from Impervious Surfaces, and Soil Erosion and Sedimentation are major causes of:

- 1)    impairment of water quality and flow in lakes, ponds, streams, rivers, wetlands and groundwater;
- 2)    contamination of drinking water supplies;
- 3)    Erosion of stream channels;
- 4)    alteration or destruction of aquatic and wildlife habitat;
- 5)    flooding; and,
- 6)    overloading or clogging of municipal catch basins and storm drainage systems.

The United States Environmental Protection Agency has identified Sedimentation from Land Disturbance activities and polluted Runoff from land development and redevelopment as major sources of water pollution, impacting drinking water supplies, natural habitats, and recreational resources. Regulation of activities that result in the Disturbance of Land and the creation of Runoff is necessary for the protection of the water bodies and groundwater resources within the Town of Natick, to safeguard the health, safety, and welfare of the general public and protect the natural resources of the Town.

B.        The objectives of this By-Law are to:

- 1)    protect water resources;
- 2)    require practices that minimize or eliminate Erosion and Sedimentation and maintain Sediment on construction sites;
- 3)    control the volume and rate of Stormwater resulting from Land Disturbance Activities in order to minimize potential impacts of flooding;
- 4)    require practices to manage and treat Runoff generated from new development and redevelopment, with a preference for Low Impact Development techniques;
- 5)    promote infiltration and the recharge of groundwater;
- 6)    maximize recharge of groundwater in the Natick Aquifer Protection District as defined by Section III-A.5 of the Natick Zoning By-Law;
- 7)    ensure that Erosion, Sedimentation, and Runoff are minimized through Site planning, design and implementation;
- 8)    ensure adequate long-term operation and maintenance of Best Management Practices;
- 9)    require practices to control Construction and Waste Materials that may cause adverse impacts to water quality;
- 10)    comply with state and federal statutes and regulations, including the Municipal Separate Storm Sewer System (MS4) Permit, relating to Stormwater discharges; and
- 11)    establish the Town of Natick's legal authority to ensure compliance with the provisions of this By-Law through inspection, monitoring and enforcement.

**Section 2                      Definitions**

For the purposes of this By-Law, the following shall mean:

**ALTERATION OF DRAINAGE CHARACTERISTICS:** Any activity on an area of land that changes the water quality, or the force, quantity, direction, timing or location of Runoff flowing from the area. Such changes include: change from distributed Runoff to confined, discrete discharge; change in the volume of Runoff from the area; change in the peak rate of Runoff from the area; and change in the recharge to groundwater on the area.

**APPLICANT:** Any Person requesting a Stormwater and Erosion Control Permit.

**APPLICATION:** A standard form for application as issued by the Conservation Commission and any other documentation, which shall include, but shall not be limited to, plans, charts, drawings, specifications, narratives, or any other documents or pieces of information required by applicable federal, state or local laws, rules and/or regulations, submitted in connection with a Stormwater and Erosion Control Permit, as applicable, and as defined in the regulations promulgated by the Conservation Commission in support of this By-Law.

**AUTHORIZED ENFORCEMENT AGENCY:** Conservation Commission and its employees or Designated Agent.



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**BEST MANAGEMENT PRACTICE (BMP):** Structural, non-structural and managerial techniques that are recognized to be the most effective and practical means to prevent or reduce the quantity of, or improve the quality of Runoff.

**CONSTRUCTION AND WASTE MATERIALS:** Excess or discarded building or Site materials, including but not limited to concrete truck washout, chemicals, litter and sanitary waste at a construction Site.

**CLEARING:** Any activity that removes the vegetative surface cover.

**DESIGNATED AGENT:** The Conservation Agent or any person or entity designated by the Conservation Commission to assist in the administration, implementation and enforcement of this By-Law and its regulations. The designation of a person or entity other than the Conservation Agent shall be made in writing upon a majority vote of the Conservation Commission.

**DRAINAGE FACILITY:** Any constructed or engineered feature that collects, conveys, stores, treats, or otherwise manages Stormwater or surface water, or any land and improvements thereon, if altered for the purpose of conveyance, storage or infiltration.

**ENVIRONMENTAL SITE MONITOR:** A registered and professional engineer (P.E.) or other trained professional selected by the Conservation Commission and retained by the holder of a Stormwater and Erosion Control Permit to periodically inspect the work and report to the Conservation Commission or Designated Agent, as applicable.

**EROSION:** The wearing away of the ground surface by natural or artificial forces and the subsequent detachment and transportation of Soil.

**GRADING:** Changing the level or shape of the ground surface.

**GRUBBING:** The act of Clearing ground surface by digging or grinding up roots and stumps.

**IMPERVIOUS SURFACE:** Any material or structure on or above the ground that prevents water infiltrating the underlying ground. Impervious Surface includes, without limitation, roads, paved parking lots, sidewalks, and rooftops. Impervious Surface also includes Soils, gravel driveways, and similar surfaces with a Runoff coefficient (Rational Method) greater than 85.

**LAND-DISTURBING ACTIVITY or LAND DISTURBANCE:** Any activity, including, without limitation, Clearing, Grubbing, Grading, digging, cutting, removal of vegetation, excavation, placement of fill, resurfacing and construction that causes a change in the position or location of Soil or a change in the patterns of drainage and/or infiltration of water.

**LOW IMPACT DEVELOPMENT (LID):** A comprehensive land planning and engineering design strategy that seeks to maintain a Site's pre-development ecological and hydrological function through the protection, enhancement, or mimicry of natural processes. LID systems and practices emphasize reduction of effective imperviousness and conservation and use of existing natural Site features integrated with distributed small-scale Stormwater controls to result in the treatment, infiltration, evapotranspiration, and/or use of Stormwater close to its source.

**LOT:** A single parcel of land held in identical ownership throughout and defined by metes, bounds, or boundary lines in a recorded deed on a recorded plan.

**MASSACHUSETTS STORMWATER MANAGEMENT STANDARDS:** The Standards issued by the Department of Environmental Protection, as amended, that coordinates the requirements prescribed by state regulations promulgated under the authority of the Massachusetts Wetlands Protection Act M.G.L. c. 131 §40 and the Massachusetts Clean Waters Act M.G.L. c. 21, §§ 23-56, and any successor statutory provision.

**MUNICIPAL STORM DRAIN SYSTEM or MUNICIPAL SEPARATE STORM SEWER SYSTEM (MS4):** The system of conveyances designed or used for collecting or conveying Stormwater, including, without limitation, any road with a drainage system, street, gutter, curb, inlet, piped storm drain, pumping facility, retention or detention basin, natural or man-made or altered drainage channel, reservoir, and other drainage structure that together comprise the storm drainage system owned or operated by the Town.

**OWNER:** A Person with a legal or equitable interest in property.

**PERMITTEE:** The Person who holds a Stormwater and Erosion Control Permit.

**PERSON:** An individual, partnership, association, firm, company, trust, corporation, agency, authority, department or political subdivision of the Commonwealth or the federal government, to the extent permitted by law, and any officer, employee, or agent of such person.

**POINT SOURCE:** Any discernible, confined, and discrete means of conveyance, including but not limited to, any pipe, ditch, channel, tunnel, conduit, well, discrete fissure, or container from which pollutants are or may be discharged.

**PRE-CONSTRUCTION:** All activity in preparation for construction.

**RESPONSIBLE PARTIES:** Owner(s), Persons with financial responsibility, Persons with operational responsibility, or Persons with administrative responsibility.

**RUNOFF:** Rainfall, snowmelt or irrigation water flowing over the ground surface.

**SEDIMENT:** Mineral or organic Soil material that is transported by wind or water, from its origin to another location; the product of Erosion processes.

**SEDIMENTATION:** The process or act of deposition of Sediment.

**SITE:** Any lot or parcel of land or area of property where Land-Disturbing Activities are, were, or will be performed.

**SOIL:** Any earth, sand, rock, stone, gravel, loam, clay, sod, fill, mineral products, eroded matter or similar material.

**STABILIZATION:** The use, singly or in combination, of mechanical, structural, or vegetative methods, to prevent or slow down Erosion.

**STORMWATER:** Runoff from precipitation, snowmelt or drainage.

**STORMWATER AND EROSION CONTROL PERMIT:** A Major Stormwater and Erosion Control Permit or a Minor Stormwater and Erosion Control Permit issued by the Authorized Enforcement Agency, after review and approval of an Application, which is designed to protect the environment of the Town from the effects of uncontrolled and untreated Runoff, as defined in Section 4 herein.

**WETLANDS:** Freshwater wetland, marsh, bog, wet meadow and swamp as defined in M.G.L. c. 131, §40, the Town of Natick Wetland Protection By-Law, or any successor statutory provision.

### **Section 3                      Authority**

This By-Law is adopted under authority granted by the Home Rule Amendment of the Massachusetts Constitution, the Home Rule statutes, and the regulations of the Federal Clean Water Act (found at 40 CFR 122.34 published in the Federal Register on December 8, 1999, as amended). No change to the aforementioned regulations should affect the validity of this By-Law.

### **Section 4                      Applicability**

- A. This By-Law shall apply to any Land-Disturbing Activity within the jurisdiction of the Town, including, but not limited to, any activities that require a permit. The Conservation Commission retains the right to oversee and review all matters relating to Land-Disturbing Activities within the Town of Natick, and may promulgate and enforce guidelines, regulations and standards relevant thereto.
- B. This By-Law shall apply to land or parcels of land held in common ownership (including, but not limited to, ownership by related or jointly-controlled Persons or entities), if the total Land-Disturbing Activities on said land or parcels, considered as a whole, would presently or ultimately exceed the minimum thresholds in Section 4.C and are not exempted by Section 4.D, and no such activity shall commence until a Stormwater and Erosion Control Permit



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under this By-Law has been issued. Land Disturbing Activities shall not be segmented or phased in a manner to avoid compliance with this By-Law.

**C. Permit Thresholds** - A Stormwater and Erosion Control Permit shall be required for any of the following, except for an activity exempt per Section 4.D:

1) Minor Stormwater and Erosion Control Permit

- (a) Any Land Disturbance greater than 3,000 square feet, but not exceeding 20,000 square feet.
- (b) The construction of a new Drainage Facility or alteration of an existing Drainage Facility greater than 3,000 square feet, but not exceeding 20,000 square feet.
- (c) The addition, on-Site redistribution or export of greater than or equal to 100 cubic yards, but not exceeding 750 cubic yards, of Soil.

2) Major Stormwater and Erosion Control Permit

- (a) Any Land Disturbance greater than 20,000 square feet.
- (b) The construction of a new Drainage Facility or alteration of an existing Drainage Facility greater than 20,000 square feet.
- (c) The addition, on-Site redistribution, or export of more than 750 cubic yards of Soil.

**B. Exempt Activities** - The following activities are exempt from the requirements of this By-Law, provided that appropriate Best Management Practices are used:

- 1) Normal maintenance and improvement of land in agricultural use as defined by the Wetland Protection Act 310 CMR 10.00 and G.L.c. 40A, §3, and any successor regulatory or statutory provision.
- 2) Reasonable and ordinary maintenance of existing lawn, landscaping, or gardens areas, provided such maintenance does not include the addition of more than 100 cubic yards of soil material, construction of walls greater than one foot in height, alteration of existing grades by more than one foot in elevation, or alteration of drainage patterns.
- 3) Repair or replacement of damaged roofs
- 4) Renovation of a single-family dwelling that does not expand beyond the dwelling's existing footprint.
- 5) Repair of septic systems when required by the Board of Health.
- 6) Construction of fencing that will not alter existing terrain or drainage patterns.
- 7) Construction of utilities other than drainage (gas, water, electric, telephone, etc.) that will not alter terrain, ground cover or drainage patterns.
- 8) Projects wholly within the jurisdiction of the Conservation Commission and requiring an Order of Conditions.
- 9) Any logging that is consistent with a Forest Cutting Plan approved under the Forest Cutting Practices Act by the Massachusetts Department of Conservation and Recreation.
- 10) The maintenance or reconstruction of any public way, in accordance with Town policy developed by the Natick Board of Selectmen and Conservation Commission.
- 11) The temporary stockpiling of Soil by a landscaper, excavator, or similar commercial enterprise for reuse elsewhere, so long as BMPs are used.

## Section 5 Administration

**A.** The Conservation Commission shall administer, implement and enforce this By-Law. Any powers granted to or duties imposed upon the Conservation Commission through this By-Law, to the extent allowed by law, may be delegated in writing to its Designated Agent.

**B.** Stormwater and Erosion Control Permits shall be issued as follows:

- 1) Minor Stormwater and Erosion Control Permits shall be issued by the Designated Agent of the Conservation Commission. Review by the Conservation Commission is not required.



- (a) The Applicant shall submit an Application, fees, and any other permit submission requirements, as specified in this By-Law or the regulations of this By-Law, and shall also comply with any requirements of the Designated Agent.
  - (b) The Designated Agent shall review the submittal for compliance with this By-Law and the By-Law's regulations. The Designated Agent shall take an Action as specified in Section 7.H. of this By-Law.
  - (c) Additional permit procedures and requirements shall be defined and included as part of any rules and regulations promulgated under Section 6 of this By-Law.
- 2) Major Stormwater and Erosion Control Permits shall be reviewed and issued by the Conservation Commission.
- (a) The Applicant shall submit an Application, fees, and any permit submission requirements, specified in this By-Law or the regulations for this By-Law, and shall also comply with any requirements of the Conservation Commission.
  - (b) The Conservation Commission shall review the submittal for compliance with this By-Law and the By-Law's regulations as part of the Conservation Commission's public hearing process on the proposed project. The Conservation Commission shall take an Action as specified in Section 7.H. of this By-Law.
  - (c) Additional permit procedures and requirements shall be defined and included as part of any rules and regulations promulgated under Section 6 of this By-Law.

### Section 6                      Regulations

The Conservation Commission may adopt, and periodically amend rules and regulations to effectuate the purposes of this By-Law. Failure by the Conservation Commission to promulgate such rules and regulations shall not have the effect of suspending or invalidating this By-Law.

### Section 7                      Permits

Permit issuance is required prior to any activity disturbing 3,000 or more square feet of land, or as otherwise specified in this By-Law. The Site Owner or his agent shall apply for the permit with the Conservation Commission. While an Application may be submitted by a representative, the Permittee must be the Owner of the Site.

- A. **Applications** - An Application shall be made to the Conservation Commission in a form and containing information as specified in this By-Law and in the regulations adopted by the Conservation Commission. Applications for Major Stormwater and Erosion Control permits also require distribution to the Department of Public Works, and the Board of Health for review and comment, and shall be accompanied by certification of delivery to these Town entities when submitted to the Conservation Commission.
- B. **Fees** - Fees shall be established by the Conservation Commission to cover expenses connected with public notice, Application review, and monitoring permit compliance. The fee shall be sufficient to also cover professional review. The Conservation Commission or Designated Agent is authorized to retain a registered professional engineer or other professional consultant to advise the Commission on any or all aspects of these plans. Applicants must pay review fees before the review process may begin. The Applicant for a Stormwater and Erosion Control Permit may be required to cover the costs of the consultant through an account established pursuant to M.G.L. c. 44, §53G, and any successor statutory provision.
- C. **Information Requests** - The Conservation Commission or Designated Agent may request such additional information as is necessary to determine whether the proposed Land-Disturbing Activity will protect water resources and comply with the requirements of this By-Law.
- D. **Determination of Completeness** - The Conservation Commission or Designated Agent shall make a determination as to the completeness of the Application and adequacy of the materials submitted. No review shall take place until the Application has been found to be complete.
- E. **Coordination with Other Town Entities** - Applications for Major Stormwater and Erosion Control permits require distribution to the Department of Public Works and the Board of Health as noted in Section 7.A. These Town entities shall, in their discretion, investigate the case and report their recommendations to the Conservation Commission. The

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Conservation Commission shall not hold a hearing on the Major Stormwater and Erosion Control Permit until 1) receipt of reports from Town entities or 2) twenty (20) calendar days after the distribution of the Major Stormwater and Erosion Control Permit Application, whichever occurs first.

- F. **Entry** - Filing an Application for a Stormwater and Erosion Control Permit grants the Conservation Commission or Designated Agent permission to enter the Site to verify the information in the Application and to inspect for compliance with permit conditions, to the extent permitted by law.
- G. **Hearing** - Within thirty (30) calendar days of receipt of a complete Application for a Major Stormwater and Erosion Control Permit, the Conservation Commission shall hold a public hearing. Notice of the public hearing shall, at least seven (7) calendar days prior to said hearing, be given by publication in a paper of general circulation serving the Town of Natick, and by posting the notice at the Town Hall. The Conservation Commission shall be responsible for such public notice as described above. The Conservation Commission shall make the Application available for inspection by the public during business hours at the Town of Natick's Conservation Office.
- H. **Action and Appeal Process**

### 1) Minor Stormwater and Erosion Control Permit

- (a) **Action** – The Application for a Minor Stormwater and Erosion Control Permit shall be acted upon within ten (10) business days (Saturdays, Sundays and legal holidays excluded) of the date the Designated Agent determines the Application is complete, unless such Application has been withdrawn from consideration. The Designated Agent may:
- i. **Approve the Application and issue a permit** if it finds the proposed plan meets the objectives of and complies with the requirements of this By-Law;
  - ii. **Approve the Application and issue a permit with conditions, modifications and/or restrictions** that the Designated Agent determines are required to ensure the project will meet the objectives of and comply with the requirements of this By-Law;
  - iii. **Disapprove the Application and deny a permit** if the Designated Agent finds that the proposed plan fails to meet the objectives of or to comply with the requirements of this By-Law or if the Designated Agent finds that the Applicant has submitted insufficient information to confirm the proposed plan meets the objectives of and complies with the requirements of this By-Law; or
  - iv. **Determine that a Minor Stormwater and Erosion Control Permit is inappropriate and require a different permit or no permit** in accordance with the permit thresholds listed in Section 4.C.
- (b) **Appeal of Disapproved Applications**
- i. The Applicant may modify the Application to meet the objectives of and comply with the requirements of this By-Law and resubmit it to the Designated Agent.
  - ii. The Applicant may appeal a permit denial by the Designated Agent by requesting the Conservation Commission review the Application. Such review shall take place with a public hearing as described in Section 7.G. and shall be subject to any review fees or additional submittal requirements as specified in the regulations for this By-Law.

### 2) Major Stormwater and Erosion Control Permit

- (a) **Action** – The Conservation Commission shall take action on a Major Stormwater and Erosion Control Permit within thirty (30) calendar days from the close of a public hearing as described in Section 7.G, unless such time is extended by agreement between the Applicant and the Conservation Commission. The Conservation Commission shall take one of the following actions:
- i. **Approve the Application and issue a permit** if it finds that the proposed plan will meet the objectives of and complies with the requirements of this By-Law;
  - ii. **Approve the Application and issue a permit with conditions, modifications and/or restrictions** that the Conservation Commission determines are required to ensure that the project will meet the objectives of and comply with the requirements of this By-Law;



- iii. **Disapprove the Application and deny a permit** if it finds that the proposed plan fails to meet the objectives of or to comply with the requirements of this By-Law or that the Applicant has submitted insufficient information to confirm the proposed Application meets the objectives of and complies with the requirements of this By-Law; or
- iv. **Determine that a Major Stormwater and Erosion Control Permit is inappropriate and require a different permit or no permit** in accordance with the permit thresholds listed in Section 4.C.

The Permittee, or his or her agent, must notify the Conservation Commission or Designated Agent in writing of any change or alteration of a Land-Disturbing Activity before the change or alteration occurs. If the Conservation Commission or Designated Agent determines that the change or alteration is significant, based on the design requirements listed in the regulations adopted by the Conservation Commission under this By-Law, the Conservation Commission or Designated Agent may require that an amended Application or a full Application be filed in accordance with Section 7. If any change or alteration from the Stormwater and Erosion Control Permit occurs during Land-Disturbing Activities, the Conservation Commission or Designated Agent may require the installation of interim Erosion and Sedimentation control measures before approving the change or alteration. This shall not affect any other obligations the Applicant shall have under M.G.L. c. 121, §40, the Natick Wetlands Protection By-Law, or any other regulation pertinent, or any successor statutory or regulatory provision.

## Section 8 Plans

Regulations promulgated by the Conservation Commission shall set forth the types of plans required by a Minor Stormwater and Erosion Control Permit and a Major Stormwater and Erosion Control Permit, including, but not limited to, the provisions of Sections 8A - 8D below. Further requirements, including, but not limited to, circumstances in which plans must be prepared by a registered professional engineer (P.E.) or a registered professional land surveyor (PLS), may be specified by the Conservation Commission or Designated Agent; the provisions herein are not intended to be an exhausted clarification on the specific details of plan requirements.

- A. The **Erosion and Sedimentation Control Plan** shall contain sufficient information to describe the nature and purpose of the proposed Land Disturbing Activity, pertinent conditions of the Site and the adjacent areas, and proposed Erosion and Sedimentation controls to be used during pre-construction and construction. The Erosion and Sedimentation Control Plan shall fully describe the project in drawings and narrative. The Applicant shall submit such material as is necessary to show that the proposed Land Disturbing Activity will comply with the design standards and contain the information listed in the regulations adopted by the Conservation Commission for administration of this By-Law.
- B. The **Low Impact Development (LID) Plan** shall contain sufficient information for the Conservation Commission or Designated Agent to evaluate the acceptability of: the Site planning process; the anticipated impacts of the proposed Land Disturbing Activity on the ecological and hydrological functions of the Site; any measures proposed by the Applicant to maintain ecological and hydrological functions of the Site. The LID Plan shall fully describe the project in drawings, narrative, and calculations, if applicable. The Applicant shall submit such material as is required by the regulations adopted by the Conservation Commission for the administration of this By-Law. The LID plan shall be designed to comply, to the maximum extent practicable, with all standards for LID set forth by the regulations adopted by the Conservation Commission for the administration of this By-Law.
- C. The **Stormwater Management Plan** shall contain sufficient information to describe the nature and purpose of the proposed Land Disturbing Activity, pertinent conditions of the Site and the adjacent areas, and proposed BMPs for the permanent management and treatment of Stormwater. The Stormwater Management Plan shall contain sufficient information for the Conservation Commission or Designated Agent to evaluate the environmental impact, effectiveness, and acceptability of the measures proposed by the Applicant for reducing adverse impacts from Stormwater. The Plan shall be designed to meet the Massachusetts Stormwater Management Standards set forth in the Massachusetts Stormwater Management Standards and DEP Stormwater Management Handbook Volumes I and II, and any other Stormwater standards set forth in the regulations adopted by the Conservation Commission for the administration of this By-Law. The Stormwater Management Plan shall fully describe the project in drawings and narrative. The Applicant shall submit such material as is required by the regulations adopted by the Conservation Commission for the administration of this By-Law.



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- D. **An Operation and Maintenance Plan - (O&M Plan)** for the permanent Stormwater management system is required at the time of application for all Stormwater and Erosion Control Permits. The maintenance plan shall be designed to ensure compliance with this By-Law and that the Massachusetts Surface Water Quality Standards contained in 314 CMR 4.00 or any successor regulations are met in all seasons and throughout the life of the system. The O&M Plan shall include any requirements deemed necessary by the Conservation Commission or Designated Agent. The Conservation Commission or Designated Agent shall determine what maintenance option is appropriate in a given situation. The Conservation Commission or Designated Agent will consider natural features, proximity of Site to water bodies and Wetlands, extent of Impervious Surfaces, the size of the Site, the types of Stormwater management structures, BMPs, and the potential need for ongoing maintenance when making this decision. Once approved by the Conservation Commission or Designated Agent, the O&M Plan shall be recorded at the Commonwealth of Massachusetts Middlesex South Registry of Deeds by the Permittee, shall run with the land, shall remain on file with the Conservation Commission, and shall be an ongoing requirement. The O&M Plan shall conform to the requirements listed in the regulations adopted by the Conservation Commission for the administration of this By-Law. Stormwater management easements shall be provided by the property Owner(s) in areas and as necessary to carry out the required maintenance.

### 1) **Changes to Operation and Maintenance Plans**

- (a) The Owner(s) of the Stormwater management system must notify the Conservation Commission or Designated Agent of changes in ownership or assignment of financial responsibility.
- (b) The maintenance schedule in the O&M Plan may be amended to achieve the purposes of this By-Law by mutual agreement of the Conservation Commission and the Responsible Parties. Amendments must be in writing and signed by all Responsible Parties. Once the amended Plan is signed, the Conservation Commission shall file it at the Commonwealth of Massachusetts Middlesex South Registry of Deeds at the expense of the current Owner(s).

## **Section 9 Inspection and Site Supervision for Stormwater and Erosion Control Permits**

Regulations promulgated by the Conservation Commission for the administration of this By-Law shall set forth the inspection and site supervision requirements required for a Stormwater and Erosion Control Permit, including, but not limited to, the provisions of Sections 9A – 9D.

- A. **Pre-Construction Meeting** - Prior to the commencement of any Land Disturbing Activity requiring a Stormwater and Erosion Control Permit, a pre-construction meeting may be required as specified in the regulations promulgated by the Conservation Commission for the administration of this By-Law. If required, the Applicant, the Applicant's technical representative, the general contractor, pertinent subcontractors, and any Person with authority to make changes to the project, shall meet with the Conservation Commission or Designated Agent to review the permitted plans and proposed implementation.
- B. **Inspection** – For all projects requiring a Stormwater and Erosion Control Permit, the Conservation Commission or Designated Agent shall make inspections as required by the regulations promulgated by the Conservation Commission for the administration of this By-Law. The Conservation Commission or Designated Agent shall either approve that portion of the work completed or shall notify the Permittee if the work fails to comply with the approved plans and require any modifications to the work to ensure full compliance with the permit. One copy of the approved plans and conditions of approval, signed by the Conservation Commission or Designated Agent, as applicable, shall be maintained at the Site during the progress of the work. The Permittee shall notify the Conservation Commission or Designated Agent at least three (3) business days (Saturdays, Sundays and legal holidays excluded) before each of the following events:
  - 1) Erosion and Sedimentation control and tree protection measures are in place and stabilized;
  - 2) Site Clearing and rough Grading have been substantially completed;
  - 3) Final Grading has been substantially completed;
  - 4) Bury Inspection: prior to backfilling of any underground drainage or Stormwater conveyance structures;
  - 5) Close of the Construction Season; and
  - 6) Final landscaping (permanent Stabilization) and project final completion.
- C. **Permittee Inspections** - The Permittee or the Permittee's agent shall conduct and document inspections of all control measures as required in the regulations promulgated by the Conservation Commission for the administration of this

By-Law, and prior to and following anticipated storm events. The purpose of inspections will be to determine the overall effectiveness of the Erosion and Sedimentation Control plan, and the need for maintenance or additional control measures. The Permittee or the Permittee's agent shall submit reports to the Conservation Commission or Designated Agent in a frequency and format required by the regulations promulgated by the Conservation Commission for the administration of this By-Law. The Conservation Commission or Designated Agent may require, as a condition of approval, that an Environmental Site Monitor, approved by the Conservation Commission or Designated Agent, be retained by the Applicant to conduct such inspections and prepare and submit such reports to the Conservation Commission or Designated Agent.

- D. **Access Permission** - To the extent permitted by law, or if authorized by the Owner or other party in control of the property, the Conservation Commission, its agents, officers, and employees may enter upon privately owned property for the purpose of performing their duties under this By-Law and may make or cause to be made such examinations, surveys or sampling as the Conservation Commission or Designated Agent deems reasonably necessary to determine compliance with the permit.

#### **Section 10 Surety for Stormwater and Erosion Control Permits**

The Conservation Commission or Designated Agent may require the Permittee to post before the start of the Land-Disturbing Activity subject to a Stormwater and Erosion Control Permit, a surety bond, irrevocable letter of credit, cash, or other acceptable security. The form of the bond shall be approved by town counsel, and be in an amount deemed sufficient by the Conservation Commission to ensure that the work will be completed in accordance with the permit. If the project is phased, the Conservation Commission may release part of the bond, as a proportion of the completed phase(s), but the bond may not be fully released until the Conservation Commission has received the final report as required by Section 11 and issued a certificate of compliance pursuant to Section 13.

#### **Section 11 Final Reports for Stormwater and Erosion Control Permits**

Upon completion of the work under a Stormwater and Erosion Control Permit, the Permittee shall submit a report certifying that all Erosion and Sedimentation control devices, elements of the Application, and approved changes and modifications, have been completed in accordance with the conditions of the approved permit. Any discrepancies should be noted in the cover letter. In addition, the final report for a Major Stormwater and Erosion Control permit shall include certified as-built construction plans from a registered professional engineer (P.E.) or registered professional land surveyor. As a condition of plan approval for a Minor Stormwater and Erosion Control project, the Conservation Commission's Designated Agent may require that the final report include certified as-built construction plans from a registered professional engineer (P.E.) or registered professional land surveyor.

#### **Section 12 Enforcement**

- A. The Conservation Commission retains the right to oversee and review all matters relating to Land-Disturbing Activities within the Town of Natick. The Conservation Commission or Designated Agent shall enforce this By-Law, regulations, orders, violation notices, and enforcement orders, and may pursue all civil and criminal remedies for such violations.
- B. **Orders**
- 1) The Conservation Commission or Designated Agent may issue a written order to enforce the provisions of this By-Law or the regulations thereunder, which may include, but are not limited to, the following:
    - (a) a requirement to cease and desist from the Land-Disturbing Activity until there is compliance with the By-Law and/or the provisions of the Stormwater and Erosion Control Permit;
    - (b) maintenance, installation or performance of additional Erosion and Sedimentation control measures;
    - (c) monitoring, analyses, and reporting; and/or
    - (d) remediation of Erosion and Sedimentation resulting directly or indirectly from the Land-Disturbing Activity.
  - 2) If the Conservation Commission or Designated Agent determines that abatement or remediation of Erosion and Sedimentation is required, the order shall set forth a deadline by which such abatement or remediation must be completed. Said order shall further advise that, should the violator or Owner fail to abate or perform remediation



## 2019 FALL TOWN MEETING

within the specified deadline, the Town of Natick may, at its option, undertake such work, and the Owner shall reimburse the Town for its expenses.

- 3) Within thirty (30) calendar days after completing all measures necessary to abate the violation or to perform remediation, the violator and the Owner shall be notified of the costs incurred by the Town of Natick, including administrative costs. The violator or Owner may file an appeal objecting to the amount or basis of costs with the Conservation Commission within thirty (30) calendar days of receipt of the notification of the costs incurred. If the amount due is not received by the expiration of the time in which to file an appeal within thirty (30) calendar days following a decision of the Conservation Commission affirming or reducing the costs, or from a final decision of a court of competent jurisdiction, the costs shall become a special assessment against the Owner and shall constitute a lien on the Owner's property for the amount of such costs. Interest shall begin to accrue on any unpaid costs at the statutory rate, as provided in M.G.L. c. 59, §57, or any other successor statute, after the thirty-first calendar day following the calendar day on which the costs were due.

C. **Criminal Penalty** - Any Person who violates any provision of this By-Law, regulation, order or permit issued thereunder, shall be punished by a fine of not more than \$300.00 for each offense. Each calendar day that such violation occurs or continues shall constitute a separate offense.

D. **Non-Criminal Disposition** - As an alternative to criminal prosecution or civil action, the Town of Natick may elect to utilize the non-criminal disposition procedure set forth in G.L. Ch.. 40, §21D in which case the Conservation Commission or Designated Agent shall be the Authorized Enforcement Agency. The penalty for each violation shall be \$300.00. Each calendar day that such violation occurs or continues shall constitute a separate offense.

E. **Appeals** - All decisions or orders of the Conservation Commission shall be final. Further relief shall be to a court of competent jurisdiction.

F. **Remedies Not Exclusive** - The remedies listed in this By-Law are not exclusive of any other remedies available under any applicable federal, state or local law.

### Section 13 Certificate of Stormwater and Erosion Control Permit Compliance

Since a Stormwater and Erosion Control Permit runs with the title of a property, the Permittee shall request the Conservation Commission to issue a Stormwater and Erosion Permit Certificate of Compliance upon receipt and approval of the final reports and/or upon otherwise determining that all work of the permit has been satisfactorily completed in conformance with this By-Law. The Certificate of Compliance shall be recorded at the Commonwealth of Massachusetts Middlesex South Registry of Deeds by the Owner(s).

### Section 14 Severability

If any provision, paragraph, sentence, or clause of this By-Law or the application thereof to any Person, establishment or circumstance shall be held invalid for any reason, all other provisions, to the maximum extent permitted by law, shall continue in full force and effect."

Ms. Wilson-Martin, Sustainability Coordinator, made a presentation on this article. Mr. Gardner, Chairman of the Conservation Commission also spoke to this article. *The main motion under Article 19 passed by majority vote (106-6-2).*

### ARTICLE 2: Stabilization Fund (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

### FINANCE COMMITTEE RECOMMENDATION

By a vote of 8-0-0 on October 3, 2019 the Finance Committee recommended **favorable action** with regard to the subject matter of Article 2.

### Motion (requires a majority vote)



## 2019 FALL TOWN MEETING

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate \$500,000 from Free Cash for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Moved by Mr. Freedman, seconded by Mr. Jennett to amend the main motion by deleting the amount of \$500,000 and replacing it with the amount of \$250,000.

Ms. Malone spoke to the amendment. *The amendment passed unanimously (by hand count).* Ms. Malone spoke to the amended main motion. *The amended main motion under Article 2 passed by majority vote (69-40-1).*

Mr. Freedman moved, seconded by Mr. Jennett to advance Article 7 before Article 3. *The amendment failed (48-52-5).*

### **ARTICLE 3: Operational/Rainy Day Stabilization Fund (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 8-0-0 on October 3, 2019 the Finance Committee recommended **favorable action** with regard to the subject matter of Article 3.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate \$500,000 from Free Cash for the purpose of supplementing the Stabilization Fund established under Article 4 of the warrant for 2011 Spring Annual Town Meeting, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Moved by Mr. Freedman, seconded by Mr. Gath to amend the main motion by deleting the amount of \$500,000 and replacing it with the amount of \$250,000. Ms. Malone, Town Administrator, spoke to the amendment. *The amendment passed by majority vote (by hand count). The amended main motion under Article 3 passed by majority vote (77-31-0).*

Mr. Jennett moved, seconded by Ms. Salamoff to postpone consideration of Article 7 until Thursday, October 24 and to hear it prior to consideration of Article 4. *The motion passed by majority vote (by hand count).*

Mr. Sidney moved seconded by Mr. Luke to adjourn. *The motion to adjourn passed by majority vote. The meeting adjourned at 10:20 PM until Thursday, October 24, 2019 at 7:30 PM.*

A record of the Third Session of  
2019 Fall Annual Town Meeting  
October 22, 2019

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Diane Packer, Town Clerk

## 2019 FALL TOWN MEETING

**2019 Fall Annual Town Meeting  
Marshall Lebowitz Town Meeting Room  
Wilson Middle School  
October 24, 2019, Fourth Session**

The Fourth Session of the 2019 Fall Annual Town Meeting was called to order at 7:35 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fourth Session of 2019 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Linda Wollschlager, Finance Committee Vice Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. Sean O'Brien will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

Moved by Mr. Lista, seconded by Mr. Jennett to advance consideration of Article 44 until the first order of business on Tuesday, October 29<sup>th</sup>. ***The motion passed by a two-thirds vote (87-9-3).***

Ms. McDonough moved, seconded by Ms. Collins to postpone consideration of Article 12, Motion A1 until Tuesday, November 5<sup>th</sup>. ***The motion passed by majority vote (90-6-2).***

Moved by Mr. Freedman, seconded by Mr. Evans to advance Article 20 until Tuesday, October 29<sup>th</sup> as the second order of business. ***The motion passed by a two-thirds vote (98-0-3).***

### **ARTICLE 32: Amend Zoning By-Laws: Downtown Business (DB) District Zoning Amendment (Planning Board)**

To see if the Town will vote to amend the Town of Natick Zoning By-Laws by:

- A. Establishing, creating or defining a new Section III-EE Downtown Business District (DB) after Section III-E as follows, including but not limited to:
  - 1. Purpose and intent;
  - 2. Use regulations for DB districts;
  - 3. Dimensional and density requirements;
  - 4. Procedures;
  - 5. Design review board;
- B. Amending Section V-D OFF STREET PARKING AND LOADING REQUIREMENTS to define off-street parking standards for DB districts;

or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**



By a vote of 10-0-0 on September 19, 2019 the Finance Committee recommended **favorable action** on Motions A-D under Article 32.

**Motion A (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager to amend Section III – USE REGULATIONS of the Natick Zoning Bylaws by inserting a new Section III-EE Downtown Business District (DB) after Section III-E DOWNTOWN MIXED USE DISTRICT DM as follows:

**III-EE DOWNTOWN BUSINESS DISTRICT (DB)**

**1. PURPOSE AND INTENT:**

To establish a compact business center which does not include noxious or land- expansive uses, is centrally located, and is designed primarily for pedestrian shoppers, diners, business proprietors and mercantile uses. The DB District is intended to apply only to the commercial core of the central business area bounded by the south side of South Avenue, the west side of Adams Street, the south side of Court Street, the west side of Washington Street, the north side of Central Street (Route 135), the west side of Clark's Court and the south side of Middlesex Avenue.

**2. USE REGULATIONS FOR DB DISTRICTS:**

Only those uses provided for below are permitted or allowed in a DB District. All other uses are prohibited, except as may be provided for hereafter.

**a. PERMITTED USES:**

The following uses are permitted as a matter of right in a Downtown Business District, such uses may be combined in the same structure and/or on the same lot:

1. Private garage or outdoor vehicles storage in connection with a dwelling.
2. Lodge building or other non-profit social or civic use, but not including any use the principal activity of which is one customarily conducted as a business.
3. Customary home occupation.
4. Wholesale or retail stores or office of show room with inside storage of goods for sale on the premises only.
5. Business or professional office or agency, bank or other financial institution, administrative offices, clerical offices, statistical offices, craft, consumer, professional or commercial service establishments dealing directly with the general public, business training center.
6. Undertaking establishment or funeral home
7. Printing or publishing establishment.
8. Restaurant, tearooms, lunchrooms, or other places serving permitted beverages inside a lodge building in connection with non-profit social or civic activities to which admission is limited or controlled, and specifically excluding any activity customarily conducted as a business.
9. Eating establishments serving customers inside of the building without live or mechanical entertainment.
10. Cafeteria or restaurant for use of personnel employed on the premises carrying on a permitted use.
11. Establishments for creative production.
12. Establishments for scientific research or scientific development or related production.
13. A governmental facility and building for public uses and purposes, including libraries, museums, and public schools but excluding solid waste disposal facilities.
14. Public utility structure including telephone exchanges, and radio and TV stations offices (excluding towers).
15. Church, rectory, convent, parish house, and other religious institutions such as religious sectarian schools.
16. Schools conducted by a non-profit educational corporation on land which it owns.
17. Fallout shelters.
18. All uses, which by any of the provisions of the Massachusetts General Laws, including Chapter 40A, may not be prohibited, are hereby included by reference as permitted uses.

**b. USES ALLOWED BY SPECIAL PERMIT ONLY:**

The following uses may be allowed by the Special Permit Granting Authority in accordance with the provisions of Chapter 40A of the General Laws and in accordance with Section VI-DD of this By-law.

2. Indoor amusement or recreation place of assembly provided that the building is so insulated and maintained as to confine noise to the premises and such use is located not less than one hundred (100) feet from a residential district.
3. Indoor tennis or racquet club or other in-door recreation place, provided that the building is so insulated and maintained as to confine noise to the premises.



## 2019 FALL TOWN MEETING

4. Eating establishments providing live or mechanical entertainment or service to customers outside of the building.
5. Specialty fabrication establishments.
6. Accessory use.
7. Hotel and Motel.
8. The serving of food and/or permitted beverages, with or without accompanying entertainment, on the premises of a hotel or motel, including without limitation, all restaurants, cocktail lounges, room service facilities, meeting and function rooms on the premises.

### 3. DIMENSIONAL AND DENSITY REQUIREMENTS

- a. MINIMUM LOT DIMENSIONS: Area - 10,000 square feet; continuous frontage - 80 feet; depth - 120 feet.
- b. MINIMUM YARD DIMENSIONS: Front yard – None required; Side yard - None required; Rear yard - Ten (10') feet.
- c. MAXIMUM PERCENTAGE BUILDING COVERAGE: (Includes any accessory building): 75, provided that any structure in existence on January 1, 1987 may be altered and improved without decreasing the building coverage in existence on January 1, 1987.
- d. MAXIMUM HEIGHT OF BUILDING AND/OR STRUCTURES: Fifty (50') feet. However, height may be as much as sixty (60') feet if there are one or more existing buildings within 200 feet of the premises on a lot with frontage on the same side of the same street having a building height equal to the height of the proposed structure. For the purpose of the preceding clause only, the building height of existing buildings within 200 feet of the premises shall not include roof tanks and their supports, ventilating, air conditioning and similar building service equipment; steeples, chimneys, railings, skylights and other similar features of buildings; fixtures and equipment used for the wireless transmission and reception of radio signals, including but not limited to antennae, communication dishes and similar devices, monopoles, and lattice towers.
- e. MINIMUM HEIGHT OF BUILDINGS: Building height for any new building shall equal at least thirty (30) feet.
- f. OPEN SPACE REQUIREMENT PER LOT: Five (5%) percent which is landscaped and at grade level; provided that any structure in existence on January 1, 1987 may be altered and improved without increasing the open space in existence on January 1, 1987. (Art 47 S.T.M. April 7, 1987)

### 4. PROCEDURES

- a. Special Permit Granting Authority: The Planning Board shall act as the Special Permit Granting Authority (SPGA) for uses administered under Section III-DD of the Zoning By-Laws.
- b. Pre-application: The Applicant is encouraged to meet with the Community Development Director and the SPGA prior to the preparation of a formal application for a use allowed By Special Permit in the DB district, for general discussion of the project to be proposed.
- c. The Design Review Board shall review requests for Special Permits under this Section based on the processes and standards contained in Section III-E.4.

Mr. Fields, Senior Planner spoke to this article. Moved by Ms. Evans, seconded by Mr. Munnich to refer Motion A under Article 32 to the Planning Board. ***The referral for Motion A under Article 32 passed unanimously (106-0-0).***

#### **Motion B (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager to amend Section III-E – DOWNTOWN MIXED USE of the Natick Zoning Bylaws by the following:

In Section 4.A PURPOSE after “Natick Downtown Mixed Use”, add ”and Downtown Business” and after “District” add “s”, so that A. PURPOSE now reads:

### 4. DESIGN REVIEW BOARD

#### A. PURPOSE

It is the intent of this Section to provide detailed review of exterior alterations made to structures having substantial impact on the Natick Downtown Mixed Use and Downtown Business Districts, to prevent blight, to enhance the natural and aesthetic qualities of the Downtown, to conserve the value of land and buildings, and to protect and preserve the historic and cultural heritage of the Downtown and its surrounding neighborhoods.

Moved by Ms. Evans, seconded by Mr. Munnich to refer Motion B under Article 32 to the Planning Board. *The referral for Motion B under Article 32 passed unanimously (105-0-0).*

**Motion C (requires a two-thirds vote)**

Moved by Mr. Evans seconded by Ms. Wollschlager to amend Section V-D – OFF STREET PARKING AND LOADING REQUIREMENTS of the Natick Zoning Bylaws by the following:

**A. Part 3. Parking Facilities Required by Parking Demand**

1. In sub-part d), after “For offices - 1 space per four hundred (400) square feet of gross floor area\*”, add “, within the DB District, 1 space per thousand (1,000) square feet of gross floor area.”, so that d) now reads:  
d) For offices - 1 space per four hundred (400) square feet of gross floor area\*, within the DB District, 1 space per thousand (1,000) square feet of gross floor area.
2. In sub-part e), after “For financial institutions, retail stores, personal services, shops, and similar commercial uses - 1 space for each two hundred and fifty (250) square feet of gross floor area. Within the DM...” add “and DB Districts...”, so that e) now reads:  
e) For financial institutions, retail stores, personal services, shops, and similar commercial uses - 1 space for each two hundred and fifty (250) square feet of gross floor area. Within the DM and DB Districts, 1 space for each five hundred (500) square feet of gross floor area.
3. In sub-part g), after “Within the DM District”, add “and DB District,” so that g) now reads:  
g) For restaurants, night clubs, bars and lounges - 1 space for each thirty (30) square feet of public area or 1 space for every three (3) seats, whichever is greater. Within the DM and DB District, 1 space for every twenty-five (25) seats. Public area shall mean the area reserved for the general public for the actual consumption of food and beverages.\*
4. After sub-part v), in its entirety, insert:  
“w) Specialty Craft Fabrication without accessory space for consuming goods produced on site – 1 space for every two thousand (2,000) square feet of gross floor area, or 1 space for each three (3) persons normally employed in the largest shift, whichever is greater.  
x) Specialty Craft Fabrication with accessory space for consuming goods produced on site – 1 space for every two thousand (2,000) square feet of gross floor area, or 1 space for each three (3) persons normally employed in the largest shift, whichever is greater plus 1 space for every thirty (30) square feet of public area reserved for the general public for the actual consumption of food and beverages.  
y) Creative Production – 1 space for every five hundred (500) square feet of gross floor area.”

**B. Part 5. Exceptions in Downtown Business District**

After “DM District”, add “and DB District”, so that Part 5 now reads:

Notwithstanding the minimum requirements enumerated in sections 3, c) through 3, q) above, in a DM and DB District the number of parking spaces required for non-residential use may be reduced by special permit by not more than ten (10%) percent of the requirement of section V-D 3, conditioned upon the approval of the SPGA, and upon commitment to payments according to the Incremental Parking Credit schedule in Table 2 below based on the difference in parking units provided and those required under sections c) through q) above. Said payments are due prior to the issuance of an occupancy permit. Any Special Permit issued under this section is subject to findings by the SPGA that the decrease in on-site parking is not substantially more detrimental than the requirements of the Zoning district.

Further notwithstanding the minimum requirements enumerated in sections 3c) through 3q) above, in a DM and DB District the SPGA may, as part of a special permit or site plan review for a change in use or expansion of prior use, in its discretion reduce the required number of parking spaces by an amount equal to the number of spaces by which the prior use is below the minimum number of spaces required for that use, but only upon a finding that the new or expanded use is not detrimental to the intent of this bylaw and that the new or expanded use (a) increases architectural accessibility, (b) accommodates mixed use on the parcel, (c) improves pedestrian and/or vehicular movements, (d) enhances the streetscape for abutting properties, (e) creates affordable housing, or (f) accommodates mass transit facilities.

Moved by Ms. Evans, seconded by Mr. Munnich to refer Motion C under Article 32 to the Planning Board. *The referral for Motion C under Article 32 passed unanimously (103-0-0).*

**Motion D (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town will vote to amend the Zoning Bylaws and Map with regards to:



## 2019 FALL TOWN MEETING

1. Amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1 to replace the Downtown Mixed Use (DM) zoning district with the Downtown Business (DB) or other zoning district as appropriate, on lots shown on the Town of Natick Assessors' Map 43, Lot 385, including approximately to the center line of Middlesex Avenue, North Main Street and South Avenue to the north [including but not limited to a portion of the property known as 30 Main Street], and; Town of Natick Assessors' Map 44, Lots 1, 3, 4, 5, 18, 23; Map 43, Lots 347, 382, 383 including approximately to the center line of East and West Central Street to the south [including but not limited to properties known as 15 Main Street].

Moved by Ms. Evans, seconded by Mr. Munnich to refer Motion D under Article 32 to the Planning Board. *The referral for Motion d under Article 32 passed unanimously (104-0-2).*

### **ARTICLE 29: Adjust Housing Density and Residential Parking Regulations in the Downtown Mixed-Use District (Ganesh Ramachandran et al)**

To see if the Town will vote to amend the Town of Natick Zoning Bylaws to adjust the density of housing permitted and residential parking required in the Downtown Mixed-Use District, to help achieve the following goals:

1. Encourage a mix of housing types and sizes, at a range of affordable price points;
2. Increase housing options for single-person households, empty-nester couples, veterans, people with disabilities, and long-term Natick residents who seek to downsize while remaining in Natick;
3. Encourage car-free, or minimal car ownership households proximate to the Natick Center Commuter Rail station, to reduce new demands on traffic and parking;
4. Support new businesses that enliven Natick Center and provide desirable restaurant and retail alternatives for residents and visitors.

Or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 9-3-0 on September 24, 2019 the Finance Committee recommended **favorable action** on Motions A and by a vote of 8-4-0 on Motion B under Article 29.

### **Motion A (requires a two-thirds vote)**

Move to amend the Town of Natick Zoning Bylaws by replacing the text “; and” at the end of Article III-E, Section 2, subsection b-1-ii, with “.” and by deleting the entirety of Article III-E, Section 2, subsection b-1-iii, which reads

“iii. the total number of multi-family units shall not exceed the number computed by taking the:

- a. Gross Land Area of the parcel times the Maximum Percentage Building Coverage
- b. multiplied by the number of floors in the building
- c. multiplied by the portion of the Gross Floor Area attributable to residential uses in the building
- d. divided by the Gross Floor Area in the building, and
- e. divided by 2,500

The portion of the Gross Floor Area attributable to residential uses shall include i) corridors and common areas on residentially used floors, ii) storage areas for residential use, and iii) the proportional share of common corridors and common areas for all uses in a mixed-use building, and (iv) the square footage of residential units”.

Mr. Ramachandran, a resident of Precinct 4 and the citizen sponsor spoke to this article.

Moved by Mr. Griesmer, seconded by Ms. Collins to amend Motion A as follows:

Move that the Town vote to amend Motion A of Article 29 by deleting motion A in its entirety and replacing it with the following:

Move to delete the existing language in Section III - E 2 b 1 subsection iii, including the paragraph which immediately follows subsection iii e, in their entirety and



Insert, after Section III - E 2 b 1 subsection ii, the following:

“iii. The total number of multi-family dwelling units shall not exceed the number computed as follows:

- a. Gross Land Area of the Parcel,
- b. Divided by 675,
- c. Rounded to the nearest whole number;

and

iv. The sum of the total Gross Floor Area of all the multi - family dwelling units shall not be less than a number calculated as five hundred and fifty (550) multiplied by the actual number of multi family dwelling units permitted, subject to the limit in iii - c above; and

v. For the avoidance of doubt, the provisions of this section shall apply irrespective of the type and size of non-residential uses in a mixed use development.”

So that Section III -E 2 b 1 now reads:

“1. Multi - family dwellings, provided that:

- i. the Special Permit Granting Authority specifically determines that adequate provision has been made for off-street parking;
- ii. all provisions of Section V-J are met to the satisfaction of the Special Permit Granting; and
- iii. The total number of multi-family dwelling units shall not exceed the number computed as follows:
  - a. Gross Land Area of the Parcel,
  - b. Divided by 675,
  - c. Rounded to the nearest whole number; and
- iv. The sum of the total Gross Floor Area of all the multi - family dwelling units shall not be less than a number calculated as five hundred and fifty (550) multiplied by the actual number of multi family dwelling units permitted, subject to the limit in iii - c above; and
- v. For the avoidance of doubt, the provisions of this section shall apply irrespective of the type and size of non-residential uses in a mixed use development.”

Moved by Mr. Sidney, seconded by Mr. Jennett to waive the reading of the motion. ***The motion to waive the reading passed by majority vote (by hand count).*** Discussion ensued on the amendment. Moved by Mr. Sidney, seconded by Ms. Foss to move the question and close debate. ***The motion to close debate passed by a two-thirds vote (91-10-4). The amendment failed (51-59-10). Motion A under Article 29 passed by a two-thirds vote (83-25-2).***

**Motion B (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager to amend the Town of Natick Zoning Bylaws by deleting the following text in Article V-D, Section 3, subsection b:

“In a DM district there shall be one (1) space for a studio apartment, two (2) spaces for a 1 or 2 bedroom unit, and three (3) spaces for units having three (3) or more bedrooms, all of such spaces to be provided on-site. (Art. 45 S.T.M. April 7, 1987)”.

Discussion ensued on Motion B. Moved by Mr. Griesmer, seconded by Ms. Collins to move referral on the subject matter of Motion B under Article 29 to the sponsor. Moved by Mr. Grady, seconded by Mr. Sidney to move the question and close debate. ***The motion to close debate passed by a two-thirds vote (82-14-1). The motion to refer the subject matter of Motion B under Article 29 passed by majority vote (60-41-2).***

Mr. Sidney moved seconded by Mr. Ostroff to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:30 PM until Tuesday, October 29, 2019 at 7:30 PM.***

A record of the Fourth Session of  
2019 Fall Annual Town Meeting

## 2019 FALL TOWN MEETING

October 24, 2019

Diane Packer, Town Clerk

**2019 Fall Annual Town Meeting  
Marshall Lebowitz Town Meeting Room  
Wilson Middle School  
October 29, 2019, Fifth Session**

The Fifth Session of the 2019 Fall Annual Town Meeting was called to order at 7:45 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fifth Session of 2019 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Linda Wollschlager, Finance Committee Vice Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. Sean O'Brien will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator announced that the order of business will be Article 44, 20, 7, 4-6, 8 and 10.

**ARTICLE 44: Rezone Properties Known as 1075 & 1085 Worcester Street from Industrial II to Highway Mixed Use I (Paul McKeon et al)**

To see if the Town will vote to amend the Zoning Bylaws and Map with regards to:

- 1) replace the Industrial II (INII) zoning district with the Highway Mixed Use I (HMI) on certain lots;
- 2) Amend the Section III-B (3), (4), and (5) regarding Large Parcels – lower minimum parcel threshold for large parcels from 200,000 square feet;

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 12-0-0 on September 19, 2019 the Finance Committee recommended **no action** be taken on the subject matter of Article 44.

**Motion (requires a two-thirds vote)**

Moved by Mr. Lista, seconded by Ms. Evans to refer the subject matter of Article 44 to the Planning Board.

Mr. McKeon, a Natick resident and employee of the owner of the building which is the subject matter of Article 44 spoke to this article. *The referral motion under Article 44 passed by majority vote (106-1-1).*

**ARTICLE 20: Transfer of land to Conservation Commission: Portions of 165 Mill Street Parcel (Board of Selectmen)**

To see if the Town will vote to transfer from the School Committee and the Board of Selectmen to the Conservation



Commission, the care, custody, management, and control of a portion of land adjoining the Kennedy Middle School, identified as 5.28 acres, located at 165 Mill Street, as shown on a Plan entitled "Town of Natick Kennedy Middle School, 165 Mill Street, Natick, Massachusetts, Permitting Documents, Submitted to the Department of Environmental Protection" revision date February 6, 2019, portion identified on that Plan as "Potential Conservation Easement NAE-2019-01219 12-13-2018," and available for inspection in the Board of Selectmen's office, for the purposes of dedicating the land in perpetuity for conservation purposes and subject to the strictures and the protections of Article 97 of the Amendments to the Massachusetts Constitution, as required by the permit for File Number NAE-2019-01219, issued by the U.S. Army Corps of Engineers to the Natick School Department on April 16, 2019 ; or to take any other necessary action; or to act otherwise thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended **favorable action** be taken on the subject matter of Article 20.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to transfer from the School Committee and the Board of Selectmen to the Conservation Commission, the care, custody, management, and control of a portion of land adjoining the Kennedy Middle School, identified as 5.28 acres, located at 165 Mill Street, as shown on a Plan entitled "Town of Natick Kennedy Middle School, 165 Mill Street, Natick, Massachusetts, Permitting Documents, Submitted to the Department of Environmental Protection" revision date February 6, 2019, portion identified on that Plan as "Potential Conservation Easement NAE-2018-01219 12-13-2018," and available for inspection in the Board of Selectmen's office, for the purposes of dedicating the land in perpetuity for conservation purposes and subject to the strictures and the protections of Article 97 of the Amendments to the Massachusetts Constitution, as required by the permit for File Number NAE-2018-01219, issued by the U.S. Army Corps of Engineers to the Natick School Department on April 16, 2019 ; and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Munnich, raised a point of order stating that Article 20 is not actionable by Town Meeting for the following reasons: The Article cannot be voted by Town Meeting for the following reasons; each reason requiring the Article to be amended, which action cannot occur, and each reason being severable and constituting cause for the Article being inoperable:

- The plan presented at the Public Hearing and otherwise distributed is not titled: "*Town of Natick Kennedy Middle School 165 Mill Street*" as mentioned in the article text.
- The Subject Land is not located at 165 Mill Street. 165 Mill Street is the putative address of Kennedy Middle School whose address per Assessors Records [32-00000013] and Registry of Deeds is 0 Trevor Lane. The Subject Land is actually located at 96 and 104 Hartford Street [Assessors parcels 32-0000047A and 32-00000048] on land appurtenant to the Brown Elementary School located at 80 Hartford Street with a putative address of 1 Jean Burke Drive. Misleadingly the Town GIS and Assessors records do not show the Land Court Book and Page (LC445/593) for the prospective Land Court recording of the prospective settlement with the Corps of Engineers on either correct address of 96, or 104 Harford Street, or even at the incorrect address of 0 Trevor Lane, but rather at the fourth address of 1 Jean Burke Drive [Assessors 32-00000046].
- The plan presented at the Public Hearing was not "*identified on that Plan as 'Potential Conservation Easement NAE-2019-01219 12-13-2018,'*" having, instead, an alternate designation of "NAE-2018-01219". The New England District of the Army Corps of Engineers has no records for any "NAE-2019-01219"
- The plan eventually distributed did not show a revision date of February 6, 2019
- Despite the Warrant being effectuated on the 19th Day of August 2019 with Article 20 stating a plan was "*available for inspection in the Board of Selectmen's office*", on August 29th there was no file for Article 20, nor plan, available for public inspection. This material deficiency persisted at least through September 5, 2019. Although not salutary, neither the Town Clerk's office nor Library (as public records access options) had been provided with any materials. The consequence of this serious and material procedural fault is that the requisite public review was thwarted and has been irreparably harmed.

The Moderator announced that he will rule on the point of order at the next meeting. In addition he provided Mr. Munnich an opportunity to file any additional information (if any) in the Clerk's office by the end of the business on



## 2019 FALL TOWN MEETING

October 30<sup>th</sup>. Moved by Mr. Gath, seconded by Mr. Sidney to postpone consideration of Article 20 until November 5, 2019. *The motion to postpone consideration of Article 20 passed by majority vote (100-8-2).*

### **ARTICLE 7: Personnel Board Classification and Pay Plan (Town Administrator)**

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend Article 24 of the Natick Town By-Laws, specifically the Classification and Pay Plan referenced in Section 3, paragraph 3.10 therein, by adding, deleting or amending position titles; re-classifying positions to a different Grade; and/or effecting changes in the salary ranges as presently established; or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 11-0-0 on October 1, 2019 the Finance Committee recommended **favorable action** be taken on the subject matter of Article 7.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager to see if the Town, pursuant to the authority contained in Section 108A of Chapter 41, of the General Laws, will vote to amend Article 24 of the Town of Natick By-Laws, specifically the Classification and Pay Plan referenced in Section 3, paragraph 3.10 therein, by adding, deleting or amending position titles; reclassifying positions to a different Grade; and/or effecting changes in the salary ranges as presently established; or otherwise act thereon.

Town of Natick

Classification and Pay Plan  
Effective July 1, 2019

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 125,000.00	\$ 140,000.00	\$ 155,000.00	\$ 165,000.00
5	\$ 100,000.00	\$ 120,000.00	\$ 135,000.00	\$ 145,000.00
4	\$ 75,000.00	\$ 90,000.00	\$ 105,000.00	\$ 125,000.00
3	\$ 60,000.00	\$ 72,000.00	\$ 85,000.00	\$ 105,000.00
2	\$ 48,000.00	\$ 55,000.00	\$ 62,500.00	\$ 80,000.00
1	\$ 42,000.00	\$ 48,000.00	\$ 54,000.00	\$ 60,000.00

## GRADE 6

Chief of Police  
Deputy Town Administrator/Director of Finance  
Deputy Town Administrator/Operations  
Fire Chief  
Town Administrator

## GRADE 5

Comptroller  
Deputy Chief of Police  
Director of Community & Economic Development  
Director of Facilities Management  
Director of Human Resources/Labor Relations  
Director of Information Technology  
Director of Public Works  
Director of Strategic Initiatives & Partnerships

## GRADE 4

Assistant Comptroller  
Building Commissioner  
Director of Assessing  
Director of Senior Center & Community Services  
Director of Public Health  
Director of Recreation & Parks  
Morse Library Director  
Treasurer/Collector

## GRADE 3

Assistant Assessor (certified)  
Assistant Director Council on Aging  
Assistant Director of Finance  
Assistant Director Recreation & Parks  
Assistant Library Director, Morse Library  
Assistant Treasurer/Collector  
Bacon Free Library Director  
Benefits Manager  
Communications/Information Officer  
Director of Recreation Programs/Special Events  
Environmental Health Agent  
Executive Director, Farm  
Facility Maintenance Manager  
Golf Course Manager  
Housing/General Planner

## GRADE 3 Continued

Information Systems Data Base Administrator  
Information Systems Network Administrator  
Local Building Inspector (certified)  
Planner/Conservation Agent  
Prevention & Outreach Program Manager  
Procurement Manager  
Project Manager  
Public Health Nurse  
Regulatory Compliance Coordinator  
Senior Environmental Health Specialist  
Senior Planner  
Staff Accountant  
Sustainability Coordinator  
Veterans Agent

## GRADE 2

Assistant Assessor (non-certified)  
Assistant Director, Bacon Free Library  
Assistant Director, Farm  
Assistant Director Internal Operations, Farm  
Clinical Social Worker  
Data Analyst  
Executive Assistant  
Facility Custodial Supervisor  
Golf Course Superintendent  
Human Resources Coordinator  
Payroll Manager  
Sanitarian  
Senior Executive Assistant  
Social Worker  
Social Worker Coordinator  
Special Assistant to Director of Senior Center & Community Service  
Special Assistant to Director of Facilities Management  
Special Needs Coordinator  
System Specialist Administrative

## GRADE 1

Animal Control Officer  
Finance Coordinator  
Golf Professional  
Parking Enforcement Officer  
Outreach Coordinator  
Program Manager Volunteer Services  
Student Officer  
Teen Center Coordinator

## 2019 FALL TOWN MEETING

Town of  
Natick

Part-Time Classification and Pay Plan  
Effective July 1, 2019

### Hourly Wage Scale

Grade	Minimum	Point 1	Point 2	Maximum
1	\$ 11.00	\$ 14.00	\$ 17.00	\$ 20.00
2	\$ 14.00	\$ 24.00	\$ 27.00	\$ 30.00
3	\$ 24.00	\$ 34.00	\$ 37.00	\$ 40.00

#### Grade 1

Assistant Leader (Rec)  
Assistant Swim Coach  
Attendant (Rec)  
Building Monitor I (Rec)  
Bus Dispatcher  
Bus Driver  
Cart Attendant (Golf)  
Clerical Assistant  
Club House Attendant (Golf)  
Club House Supervisor (Golf)  
Concession Manager  
Custodian  
Deputy Animal Control Officer  
Election Clerk  
Election Inspector  
Equipment Operator (Golf)  
Instructor  
Laborer I  
Leader/Counselor (Rec)  
Library Page (Morse)  
Lifeguard  
Parking Clerk  
Ranger/Starter (Golf)  
Receptionist  
School Crossing Guard (1st Year)  
Senior Counselor (Certified-Rec)  
Specialist (Rec)  
Timer/Scorer

#### Grade 2

Administrative Support  
Assistant Director (Rec)  
Beach Manager  
Bookkeeper  
Building Monitor II (Rec)  
Camp Director  
Community Garden Coordinator  
Conservation Agent  
Election Warden  
Golf Course Mechanic  
Head Lifeguard  
Instructor II  
Intern Cooperative  
Laborer II  
Library Assistant (Bacon)  
Parking Enforcement Officer  
Plumbing and Wiring Inspector  
Police Matron  
Police Transcriber  
Program Assistant  
Program Supervisor (Rec)  
Recycling Attendant  
School Crossing Guard  
Social Worker  
Swim Coach  
Transportation Coordinator  
Volunteer Coordinator I

#### Grade 3

Adult Contractor  
Building Inspector  
Certified Sports Official  
Instructor III  
Laborer III  
Nurse (RN)  
Volunteer Coordinator II

Position	Annual Rate
Inspector of Animals	\$ 3,750.00
Registrar of Voters	\$ 966.00
Town Meeting Page	\$50.00 / Session

Mr. Levinsky, Chair of the Personnel board spoke to this article. It is important to note that this is a Pay Plan and does not appropriate any funds. Ms. Shea moved, seconded by Ms. Collins to amend the main motion by deleting the position, Director of Strategic Initiatives and Partnerships which is located in Grade 5. Ms. Shea spoke to the amendment. *Moved by Mr. Grady, seconded by Ms. Foss to move the question and close debate. The motion to close debate passed by a two-thirds vote (by hand count). The amendment failed (22-84-4). The main motion under Article 7 passed by majority vote (100-10-2).*

#### ARTICLE 4: Capital Stabilization Fund (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Capital Stabilization Fund established under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.



**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 8-0-0 on October 3, 2019 the Finance Committee recommended **favorable action** be taken on the subject matter of Article 4.

**Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Move that the Town vote to appropriate \$2,119,347 from Free Cash for the purpose of supplementing the Capital Stabilization Fund established by the vote of Article 2 of the 2010 Fall Annual Town Meeting, as authorized by chapter 40, Section 5B of the General Laws, as amended.

Moved by Mr. Freedman, seconded by Mr. Jennett to amend the main motion by deleting the amount “\$2,119,347” and inserting in its place “\$1,519,347”. Mr. Chenard, Deputy Town Administrator for operations, spoke to this amendment and the main motion. *The amendment passed by majority vote (92-15-2). The amended main motion under Article 4 passed by majority vote (100-10-0).*

**ARTICLE 5: Other Post-Employment Benefits (OPEB) Appropriation or Transfer of Funds  
(Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the Other Post-Employment Benefits Liability Trust Fund established pursuant to the provisions of Chapter 32B, Section 20 of the General Laws as amended by section 15 of Chapter 218 of the Acts of 2016; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 9-0-0 on October 3, 2019 the Finance Committee recommended **favorable action** be taken on the subject matter of Article 5.

**Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate \$475,000 from Free Cash for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by a vote of the 2017 Spring Annual Town Meeting under Article 15, as authorized by Chapter 32B, Section 20 of the General Laws as amended by Section 15 of Chapter 218 of the Acts of 2016.

Moved by Mr. Freedman, seconded by Mr. Jennett to amend the main motion by deleting the amount of “\$475,000” and inserting in its place “\$375,639”. Ms. Malone, Town Administrator spoke to this article. *The amendment passed by majority vote (102-8-0). The amended main motion under Article 5 passed by majority vote (103-4-0)*

**ARTICLE 6: Collective Bargaining (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide, to implement any Collective Bargaining Agreements between the Town Natick and any recognized bargaining units of the Town; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 9-0-0 on October 3, 2019 the Finance Committee recommended **favorable action** be taken on the subject matter of Article 6.

**Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to appropriate the total sum of \$402,767 from the Selectmen’s Contract Settlement line item, as approved by vote of the 2019 Spring Annual Town Meeting under Article 8, for the implementation of the Terms of the Agreements reached between the Town and the following collective bargaining units:

- a) Massachusetts Laborers’ District Council Public Employees Local Union 1116 of the Laborers International Union of North America – Clerical Employees;
- b) Massachusetts Laborers’ District Council Public Employees Local Union 1116 of the Laborers International Union of North America – Public Works’ Department;
- c) Massachusetts Laborers’ District Council Public Employees Local Union 1116 of the Laborers International Union of North America – AFL CIO Library Employees;
- d) Massachusetts Laborers’ District Council Public Employees Local Union 1116 of the Laborers International Union AFL CIO – Facility Management Employees;
- e) Supervisors and Administrators Association (DPW);

## 2019 FALL TOWN MEETING

- f) The Natick Patrol Officers' Association; g) New England Police Benevolent Association, Inc. Local 182, Dispatchers; for payment of wages effective July 1, 2018 through June 30, 2019.

The total sum of \$402,767 shall be transferred to the following departmental line items as indicated below to supplement appropriations that were previously appropriated at the 2019 Spring Annual Town Meeting under Article 8:

• Morse Institute Library – Salaries	\$82,052
• Police Department – Salaries	\$190,262
• Department of Public Works – Salaries	\$54,601
• Health & Community Services – Board of Health Salaries	\$3,671
• Health & Community Services – Community Services – Salaries	\$2,474
• Administrative Support Services – Town Clerk Salaries	\$3,187
• Administrative Support Services – Community Development Salaries	\$3,138
• Shared Expenses – Facilities Management Salaries	\$63,382

Ms. Malone, Town Administrator spoke to this article and discussion ensued. Ms. Collins moved, seconded by Ms. Gloff to postpone further consideration of this article until the end of the warrant. *The motion passed by majority vote (62-39-3).*

### ARTICLE 8: PEG Access and Cable Related Fund (Town Administrator)

To see what sum of money the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F ¾ of the General Laws, as amended, to fund PEG access programming, as well as certain other municipal cable related expenses; or otherwise act thereon.

### FINANCE COMMITTEE RECOMMENDATION

By a vote of 11-0-0 on October 3, 2019 the Finance Committee recommended **Board of Selectmen** be taken on the subject matter of Article 8.

### Motion (requires a majority vote)

Moved by Mr. Freedman, seconded by Mr. Jennett that the Town vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F ¾ of the General Laws, as amended, the sum of \$440,407.69 to fund PEG access programming.

Mr. Townsend, Deputy Town Administrator and Finance Director, spoke to this article. *The main motion under Article 8 passed by majority vote (96-2-1).*

### ARTICLE 10: Unpaid Bills (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick; or otherwise act thereon.

### FINANCE COMMITTEE RECOMMENDATION

By a vote of 11-0-0 on September 5, 2019 the Finance Committee recommended that **no action** be taken on the subject matter of Article 10.

### Motion (requires a majority vote)

Moved by Mr. Evans, seconded by Ms. Wollschlager that no action be taken on the subject matter of Article 10.

There are no unpaid bills. *The motion to take no action on the subject matter of Article 10 passed by majority vote (by hand count).*

### ARTICLE 18: Amend Article 70 of the Town of Natick By-Laws: Public Works Regulations (Board of Selectmen)

To see whether the Town will vote to amend Article 70 of the Town of Natick By-Laws as follows:

1. Remove the second, third and fourth paragraph of Section 6
2. Insert new Section 8 with the wording:

“Section 8                      Private Ways



*Snow and Ice Removal.* The Town may remove snow and ice from such private ways for emergency vehicle access in accordance with Massachusetts General Laws and Board of Selectmen regulations and policies.

*Barriers.* Barricades, obstacles, or vehicles on private ways that are a barrier to prompt and appropriate emergency access shall be removed on order of the Police or Fire Chief, at the expense of the owner or owners of the private way. However, if the barrier is a vehicle, it shall be removed on order of the Police or Fire Chief and at the expense of the owner of the vehicle.

*Temporary Repairs.* The Town may perform temporary repairs to private ways that have been open to the public for a period of at least six (6) years. The Town may only perform temporary repairs in accordance with regulations and policies issued by the Board of Selectmen and that are determined by the Director of Public Works to be required for public necessity.

Said temporary repairs shall be considered necessary if they abate an immediate hazard. They shall not be considered as maintenance of the private way nor shall the way be considered a public way. Cash deposits or payments shall not be required and betterment charges shall not be assessed for said temporary repairs.

The Town shall not be liable for any damage to private property caused by such repairs, except as otherwise provided by law. The Town shall not incur any liability whatsoever on account of action or inaction resulting pursuant to this By-Law."

## **Article 70 Public Works Regulations**

### **Section 6 Betterments**

Whenever betterments are assessed in connection with a public way, the entire cost of the construction of streets on said ways shall be assessed to the abutters and one-half (1/2) of the costs of construction of sidewalks shall be assessed to the abutters, provided, however, that this section shall not apply to a subdivision of land under Section 81 of Chapter 41 of the General Laws as amended.

The Director of Public Works may make repairs to private ways providing that an Annual or Special Town Meeting determines that the repairs are required by public necessity and convenience and a majority of the abutters petition for such repairs to be made and that the way has been open to public use for a period of six (6) years. Such repairs shall include the installation and construction of drainage if necessary, and the filling of holes in the sub-surface of such ways and repairs to the surface materials thereof. Materials for such repairs shall, where practical, be the same as or similar to those used for existing surfaces of such ways but may include surfacing the ways with bituminous materials including but not limited to bituminous concrete.

The Town Administrator shall assess betterment's upon the owners of estates which derive particular advantage from the making of such repairs on any such private way. Such assessment shall be a sum equal, in the aggregate, to the total cost of such repairs and, in the case of each such estate, in proportion to the frontage thereof on such way. Except as otherwise provided, the provisions of Chapter 80 of the General Laws, as amended, relating to public improvements and assessments thereof shall apply to repairs to private ways ordered to be made under this section; provided that no assessment amounting to less than five hundred dollars (\$500.00) shall be apportioned and no assessment may be apportioned into more than twenty (20) portions.

The Town shall not be liable on account of any damage caused by such repairs.

..... (Retain Section 7) .....

### **Section 8 Private Ways**

*Snow and Ice Removal.* The Town may remove snow and ice from such private ways for emergency vehicle access in accordance with Massachusetts General Laws and Board of Selectmen regulations and policies.

*Barriers.* Barricades, obstacles, or vehicles on private ways that are a barrier to prompt and appropriate emergency access shall be removed on order of the Police or Fire Chief, at the expense of the owner or owners of the private way. However, if the barrier is a vehicle, it shall be removed on order of the Police or Fire Chief and at the expense of the owner of the vehicle.

*Temporary Repairs.* The Town may perform temporary repairs to private ways that have been open to the public for a period of at least six (6) years. The Town may only perform temporary repairs in accordance with regulations and policies issued by the Board of Selectmen and that are determined by the Director of Public Works to be required for public necessity.

Said temporary repairs shall be considered necessary if they abate an immediate hazard. They shall not be considered as maintenance of the private way nor shall the way be considered a public way. Cash deposits or payments shall not be required and betterment charges shall not be assessed for said temporary repairs.



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The Town shall not be liable for any damage to private property caused by such repairs, except as otherwise provided by law. The Town shall not incur any liability whatsoever on account of action or inaction resulting pursuant to this By-Law, or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended **favorable action** be taken on the subject matter of Article 18.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Ms. Wollschlager that the Town vote to amend Article 70 of the Town of Natick Bylaws as follows:

1. Remove the second, third and fourth paragraph of Section 6; and,
2. Insert new Section 8 with the wording:

#### Section 8 Private Ways

**Snow and Ice Removal.** The Town may remove snow and ice from such private ways for emergency vehicle access in accordance with Massachusetts General Laws and Board of Selectmen regulations and policies.

**Barriers.** Barricades, obstacles, or vehicles on private ways that are a barrier to prompt and appropriate emergency access shall be removed on order of the Police or Fire Chief, at the expense of the owner or owners of the private way. However, if the barrier is a vehicle, it shall be removed on order of the Police or Fire Chief and at the expense of the owner of the vehicle.

**Temporary Repairs.** The Town may perform temporary repairs to private ways that have been open to the public for a period of at least six (6) years. The Town may only perform temporary repairs in accordance with regulations and policies issued by the Board of Selectmen and that are determined by the Director of Public Works to be required for public necessity.

Said temporary repairs shall be considered necessary if they abate an immediate hazard. They shall not be considered as maintenance of the private way nor shall the way be considered a public way. Cash deposits or payments shall not be required and betterment charges shall not be assessed for said temporary repairs.

The Town shall not be liable for any damage to private property caused by such repairs, except as otherwise provided by law. The Town shall not incur any liability whatsoever on account of action or inaction resulting pursuant to this Bylaw

Mr. Hickey, Chair of the Board of Selectmen spoke to this article and explained that the purpose of this article is to begin to address the issue of unaccepted ways. ***The main motion under Article 18 passed by majority vote (90-3-2).***

Mr. Sidney moved seconded by Mr. Gath to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:15 PM until Tuesday, November 5, 2019 at 7:30 PM.***

A record of the Fifth Session of  
2019 Fall Annual Town Meeting  
October 29, 2019

Diane Packer, Town Clerk

## 2019 FALL TOWN MEETING

**2019 Fall Annual Town Meeting  
Marshall Lebowitz Town Meeting Room  
Wilson Middle School  
November 5, 2019, Sixth Session**

The Sixth Session of the 2019 Fall Annual Town Meeting was called to order at 7:40 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Sixth Session of 2019 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. Sean O'Brien will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator ruled on the point of order raised at a previous meeting regarding the Article 20. The Moderator explained that although there are issues relating to this article they do not result in the article not being able to move forward and therefore it is overruled. The Moderator announced that the meeting would proceed with Articles 26, 25, 12A and B and 9.

**ARTICLE 26: 22 Pleasant Street (Recreation and Parks Commission and Seth Levine et al)**

To see what actions the Town will take or vote to change, amend, modify, augment, or supplant its previous votes under Article 35 of 2015 Spring Annual Town Meeting, Article 29 of 2016 Spring Annual Town Meeting, Article 27 of 2017 Fall Annual Town Meeting, or any other Article of any Town Meeting which authorized negotiation, appropriation of funds, raising of funds, transfer from available funds and/or borrowing authorization for the acquisition of property known as 22 Pleasant Street; being shown as Assessors Map 64, Lot 44 in South Natick (the Site) by purchase, gift, eminent domain, or other means.

Provided however that no reduction of any previous appropriation or borrowing authorization may occur under this Warrant Article, except as expressly provided below regarding the substitution in whole or in part of other funds, and further provided that no previous authorization for negotiation, acquisition by gift, purchase, eminent domain or other means may be rescinded under this Warrant Article, but allowing that non-monetary restrictions and non-monetary conditions (the term 'non-monetary' meaning other than appropriation or borrowing) in any previous votes may be modified or removed as provided later within this Article; and to allow

- a) That such changes, amendments, or modifications to authorize the Board of Selectmen to purchase, acquire, accept by gift, or take by eminent domain a comprehensive surface and air rights easement for open space, recreation, park, playground, access, parking, boating, and/or other purposes ("Comprehensive Easement") for all, or substantially all, of the Site; and/or limited or total sub surface easements for all or portions of the Site and/or
- b) That any subsurface easement may vary in depth and/or in lateral scope within the Site in order to avoid areas of underground contamination including but not limited to any areas of contamination that rise or fall with periodic



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changes in the water table. (The purpose of this provision, including but not being limited to, that any subsurface easement does not need to extend down to or to include any layers of identified underground contamination or underground tanks); and/or

- c) That such Comprehensive Easement may alternatively be used for portions of the Site in conjunction with fee acquisition for other portions of the Site, provided that such combination result, at a minimum, in acquisition of all or substantially all the surface and air rights of the Site; and/or
- d) That a Comprehensive Easement for all or substantially all of the Site or in combination with fee acquisition include all beneficial surface and above ground rights, uses, buildings, structures, trees, areas of now or former canals located east of Pleasant St. , and the like, and/or in conjunction with limited or total subsurface easements for improvements for utilities and drainage or other subsurface areas; and/or
- e) That the intent of the above clause and purpose of this Warrant Article and the term Comprehensive Easement being that the Town would become the holder of all or substantially all of such beneficial surface and air uses and rights for the benefit of the public and/or Town such that no private rights of surface and/or air rights or uses remain with the current owner of the Site (except as expressly allowed below), but that any underground area or volume of and/or subsurface area of environmental contamination and any contaminated area of the building may be excluded. (This provision being a precaution that easement rights are often narrowly construed allowing a fee owner to retain all rights of ownership and use unless expressly taken or acquired and being that the town would acquire all or substantially all the beneficial surface and above ground uses and rights of the Site.); and/or
- f) That subject to the required provisions and prohibitions stated elsewhere in this Article, Town Meeting may expand the purposes and or remove or modify non-monetary conditions or non-monetary restrictions in any previous vote of Town Meeting for any acquisition of the Site but only in order to accomplish the purposes of this Article which are at a minimum acquiring all or substantially all of the surface and air rights of the Site; and/or
- g) That the condition in Article 27 of 2017 Fall Annual Town Meeting may be removed or modified, but only to accomplish or to allow the purposes of this Article, which condition stated "provided that the Board of Selectmen is not authorized to acquire said property unless a Purchase and Sale Agreement, satisfactory to the Board of Selectmen, is entered into with the owner of said property" (it being noted, among other things, that said provision of 2017 Fall Annual Town Meeting might prevent any exercise of any eminent domain power); and/or
- h) That said land be subject to an Activity and Use Limitation to encompass and/or to encapsulate or otherwise restrict use of any areas of or over identified contamination; and/or
- i) That any portion of the Site acquired under this Article may be acquired subject to or provide for a subsequent Activity and Use Limitation especially, but not necessarily, limited to any surface areas above underground contamination; and/or
- j) That an Activity and Use Limitation may provide or require that such areas be paved over and encapsulated. (For example purposes only, as is required of and in the purchase of the contaminated rail trail land acquired by the Town but not restricting the town to the same paving or encapsulation methods or approaches.); and/or
- k) To allow access, whether by right, permission or otherwise, through designated portions of the Site once acquired under this Article for the use of the Wellesley Cooperative Nursery School (or any similar charitable trust successor) located on deed restricted land under the deed of Isabella Pratt Hunnewell Shaw at Merrill Road (a private way) abutting Hunnewell Park; and/or
- l) That other funds may be appropriated, raised or transferred from available funds including, without limitation, any stabilization fund, to substitute for all or part of the borrowing authorization under previous votes of Town Meeting in which case only then may the previous borrowing authorization be reduced under this Article and in which case any remaining borrowing authorization must be maintained in an amount such that the sum of such other funds and any remaining borrowing authorization shall be equal , at a minimum, at the total dollar amount appropriated in previous votes of Town Meeting; and/or
- m) That FAR Bonus Stabilization Funds may be appropriated and used, as part of the acquisition contemplated under this Article, for the portions of the site which are zoned RG and/or RSB and/or for any portion zoned I-1 which is open space; and/or
- n) To allow any fee acquisition, Comprehensive Easement, or combination thereof, either to permit or to require the owner of the Site or other party to:
  - i) remove all or part of the existing building,
  - ii) fill any basement or substructure areas that are removed with clean fill,



- iii) excavate, remove and replace any contaminated soil with clean fill,
  - iv) excavate and remove any underground tanks and replace same with clean fill,
  - v) excavate and remove any underground wheels, machines, generators, water flow harnessing devices, and the like and replace same with clean fill,
  - vi) the preference being that areas of now or former canals east of Pleasant St not be filled in such a way that such canal use cannot be revived
  - vii) specify that such removal and replacement activities may occur either before or for a period of time after the closing on or eminent domain taking of the Town contemplated under this Article,
  - viii) that access may be allowed for the owner or other party after the closing, or eminent domain taking for such period of time as the Selectmen may negotiate to accomplish the purposes of this Article, and/or
  - ix) that such subsequent access may include monitoring of the Site
  - x) that any such subsequent access shall be allowable under this Article notwithstanding any other provision of this Article; and/or
- o) To allow that the Comprehensive Easement may also be used in any combination with fee acquisition such as for example that the parts of the site which are clean and free of buildings may be acquired in fee and the other parts acquired by Comprehensive Easement and that the meaning of Comprehensive Easement may include any combination provided such combination is, at a minimum , for all or substantially all of the surface and air rights of the Site; and/or
- p) That any combination of fee acquisition and Comprehensive Easement may be authorized under this Article provided that any such combination, at a minimum, be for all or substantially all of the surface and air rights of the Site; and/or
- q) To allow that any Comprehensive Easement or fee under this Article to include:
- i) the portions of the Charles River that are recorded as part of the 22 Pleasant Street lot; and
  - ii) any and/or all above ground, surface and/or subsurface utilities serving or accessible to 22 Pleasant Street; and
  - iii) any and/or all rights of 22 Pleasant St on, of and/or to lands, flow lands, dam access and repair, submerged lands and or all other real property interests and rights located to the west of Pleasant Street.

Further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this Article and to take all action necessary or appropriate to accomplish the purposes of this Article; and/or

And further provided that the Town may vote to increase the previous appropriation and/or borrowing authorization; and/or otherwise raise, and/or transfer from available funds, or appropriate from Stabilization Funds; for the acquisition by purchase or taking by eminent domain of fee, or Comprehensive Easement, or combination thereof, and/or to see what sums the Town will appropriate, raise or transfer from available funds for due diligence regarding the Site; and

And further provided that under this warrant article:

The term “substantially all” under this Article shall have a meaning of more than 80% of the total of surface rights (including associated air rights), and that surface rights include above ground improvements areas providing, for purposes of clarity, that where the Selectmen agree or the owner provides that the building may be removed, that then the footprint area of the building or any portion so removed will count as part of surface rights (including associated air rights); and

The term “substantially all” under this Article can exclude areas of contamination below the surface or below the bed in the Charles River bed and may exclude identified areas of surface or building contamination that are not remediated by the owner or other party; and

Any such surface areas or building areas so excluded shall first be deducted from 100% for the purposes of measuring 80%; and

Any further exclusions, which are not for reasons of environmental contamination, may not result in less than “more than 80%” of the total overall surface rights and building footprint areas being acquired; and

Any easement or fee acquisition or combination thereof for only driveways and/or streets to access the Hunnewell Park is not permitted under this Article; and

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The term “substantially all” under this Article cannot be used to reduce the acquisition under this Article to the sum of driveway or street access to Hunnewell Park plus de minimis additional land area or rights;

Or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on October 1, 2019 the Finance Committee recommended **referral to the Sponsor** on the subject matter of Article 26.

### **Motion (requires a two-thirds vote)**

Moved by Ms. Sanchez, seconded by Mr. Jennett, that the Town vote to amend its previous votes under Article 35 of 2015 Spring Annual Town Meeting, Article 29 of 2016 Spring Annual Town Meeting, Article 27 of 2017 Fall Annual Town Meeting which votes authorized negotiation, appropriation of funds borrowed for the acquisition of property known as 22 Pleasant Street; being shown as Assessors Map 64, Lot 44 in South Natick (the Site) by purchase, gift, eminent domain, or otherwise but which contain a condition that Board of Selectmen were not authorized to acquire said property unless a Purchase and Sale Agreement, satisfactory to the Board of Selectmen, is entered into with the owner of said property in order to

- 1) Amend the condition which currently reads “provided that the Board of Selectmen is not authorized to acquire said property unless a Purchase and Sale Agreement, satisfactory to the Board of Selectmen, is entered into with the owner of said property” so that such condition now reads “provided, in the event of a fee purchase of all of said property, that the Board of Selectmen is not authorized to acquire all of said property unless a Purchase and Sale Agreement, satisfactory to the Board of Selectmen, is entered into with the owner of said property and that such requirement for a Purchase and Sale Agreement shall not apply to acquisition by eminent domain taking or gift”
- 2) Amend the condition of Article 35 of 2015 Spring Annual Town Meeting which currently reads “to authorize the Board of Selectmen to negotiate with the Owner of the 22 Pleasant Street Property to purchase and acquire the property for park and recreation purposes. Said property is to be acquired free and cleaned of all contamination for its intended use and purpose” to now read “to authorize the Board of Selectmen to negotiate with the Owner of the 22 Pleasant Street Property to purchase and acquire the fee simple interest in all of the property for park, recreation access and related parking purposes. Said fee simple interest in the property is to be acquired free and cleaned of all contamination for its intended use and purpose” and
- 3) to provide an additional and alternative authorization for the Board of Selectmen
  - a) To purchase, acquire, accept by gift, or take by eminent domain a comprehensive surface and air rights easement for park, recreation, access, and related parking purposes (“Comprehensive Easement”) for all, or substantially all, of the Site;
  - b) To purchase, acquire, accept by gift, or take by eminent domain a limited or total sub surface easements for all or portions of the Site in conjunction with a Comprehensive Easement
  - c) To use a Comprehensive Easement for portions of the Site in conjunction with fee acquisition for other portions of the Site, provided that such combination result, at a minimum, in acquisition of all or substantially all the surface and air rights of the Site;
  - d) To use a Comprehensive Easement either on a standalone basis or in combination with fee acquisition to acquire all or substantially all of the beneficial surface and above ground rights, uses, buildings, structures, trees, areas of now or former canals located east of Pleasant Street, and the like, in conjunction with limited or total subsurface easements for improvements for utilities and drainage or other subsurface areas; and/or
  - e) To use a Conservation Restriction or Conservation Easement as part of or all of any Comprehensive Easement
- 4) To provide the authorization the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this Article and to take all action necessary to accomplish the purposes of this Article;
- 5) And further provided that the term “substantially all” shall have the meaning provided under the warrant article
- 6) And further to appropriate \$3,200,000 to be expended under the direction of the Board of Selectmen for the



## 2019 FALL TOWN MEETING

purposes of this article and that to meet said appropriation \$3,200,000 the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$3,200,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$3,200,000 in principal amount, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

- 7) And further provided that all other provisions of the votes of Article 35 of Spring 2015 Town Meeting, Article 29 of Spring 2016 Town Meeting and Article 27 of Fall 2017 Town Meeting as amended shall remain in full force and effect

Moved by Mr. Sidney, seconded by Mr. Jennett to waive the reading of the motion, seconded by Mr. Jennett. ***The motion to waive the reading passed by majority vote (by hand count).***

The Moderator requested that Mr. Chenard provide a presentation on the history of this particular piece of property (22 Pleasant St) as well as an overview of all of the options that are being presented in this and upcoming articles. Mr. Chenard, Deputy Town Administrator of Operations, gave a presentation. Mr. Brandt, Chair of the Recreation and Parks Commission spoke to this article.

Moved by Ms. Sanchez, seconded by Mr. Gath to amend paragraph 6) of the main motion for Article 26 by deleting paragraph 6) in its entirety and replacing it with the following:

“6) And further to appropriate \$1,000,000 from FAR Stabilization and to appropriate \$2,200,000 from borrowing and that to meet this \$3,200,000 appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,200,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,200,000 in principal amount, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws; thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.”

Discussion ensued on the amendment. ***The amendment passed by majority vote (87-26-0).*** Discussion ensued on the amended main motion. Moved by Mr. Coffey, seconded by Mr. Krentzman to refer the subject matter of Article 26 to the Sponsor. Town Meeting discussed the two motion simultaneously. Moved by Mr. Grady, seconded by Mr. Sidney to move the question and close debate. ***The motion to close debate passed by a two-thirds vote (85-20-0). The motion to refer the subject matter of Article 26 to the Sponsor passed by majority vote (58-48-0).***

Mr. Jennett moved seconded by Mr. Sidney to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:55 PM until Thursday, November 7, 2019 at 7:30 PM.***

A record of the Sixth Session of 2019 Fall Annual Town Meeting  
November 5, 2019

Diane Packer, Town Clerk

**2019 Fall Annual Town Meeting  
Marshall Lebowitz Town Meeting Room  
Wilson Middle School  
November 7, 2019, Seventh Session**

The Seventh Session of the 2019 Fall Annual Town Meeting was called to order at 7:45 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Seventh Session of 2019 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.



## 2019 FALL TOWN MEETING

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. Sean O'Brien will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

Moved by Mr. Ostroff, seconded by Ms. Gloff to amend the rules for 2019 Fall Annual Town Meeting to reduce the amount of time allowed for an individual to debate a motion from 10 minutes to 2 minutes provided that this amendment shall not apply to the time allowed for the initial presentation of an article. This motion is not debatable and requests a two-thirds vote. ***The motion passed by a two-thirds vote (64-26-1).***

Moved by Ms. McDonough, seconded by Mr. Sidney to advance consideration of Article 20 to the first order of business this evening. ***The motion passed by a two-thirds vote (88-4-1).*** Moved by Mr. Freedman, seconded by Mr. Sidney to advance Article 6 to the first order of business on Tuesday, November 12<sup>th</sup>. ***The motion passed by a two-thirds vote (85-5-0).***

The Moderator announced that the meeting will proceed with Article 20 then Articles 25, 12, Motions A2 and A1 and then Article 9 through the remainder of the warrant.

### **ARTICLE 20: Transfer of land to Conservation Commission: Portions of 165 Mill Street Parcel (Board of Selectmen)**

To see if the Town will vote to transfer from the School Committee and the Board of Selectmen to the Conservation Commission, the care, custody, management, and control of a portion of land adjoining the Kennedy Middle School, identified as 5.28 acres, located at 165 Mill Street, as shown on a Plan entitled "Town of Natick Kennedy Middle School, 165 Mill Street, Natick, Massachusetts, Permitting Documents, Submitted to the Department of Environmental Protection" revision date February 6, 2019, portion identified on that Plan as "Potential Conservation Easement NAE-2019-01219 12-13-2018," and available for inspection in the Board of Selectmen's office, for the purposes of dedicating the land in perpetuity for conservation purposes and subject to the strictures and the protections of Article 97 of the Amendments to the Massachusetts Constitution, as required by the permit for File Number NAE-2019-01219, issued by the U.S. Army Corps of Engineers to the Natick School Department on April 16, 2019 ; or to take any other necessary action; or to act otherwise thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 20.

### **Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to transfer from the School Committee and the Board of Selectmen to the Conservation Commission, the care, custody, management, and control of a portion of land adjoining the Kennedy Middle School, identified as 5.28 acres, located at 165 Mill Street, as shown on a Plan entitled "Town of Natick Kennedy Middle School, 165 Mill Street, Natick, Massachusetts, Permitting Documents, Submitted to the Department of Environmental Protection" revision date February 6, 2019, portion identified on that Plan as "Potential Conservation Easement NAE-2018-01219 12-13-2018," and available for inspection in the Board of Selectmen's office, for the purposes of dedicating the land in perpetuity for conservation purposes and subject to the strictures and the protections of

Article 97 of the Amendments to the Massachusetts Constitution, as required by the permit for File Number NAE-2018-01219, issued by the U.S. Army Corps of Engineers to the Natick School Department on April 16, 2019 ; and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Chenard, Deputy Town Administrator for Operations gave a presentation on this article. Mr. Meyler, Chair of the (KMSBC) also made a presentation on this article. Mr. Munnich moved referral of the subject matter of Article 20 to the Kennedy Middle School Building Committee (KMSBC). There was no second and therefore the motion was not accepted. *The main motion under Article 20 passed by a two-thirds vote (81-9-0).*

### **ARTICLE 25: Access to Hunnewell Fields (Board of Selectmen)**

To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, any interest or interests in all or part of the property located at 22 Pleasant Street, Natick MA, for access to the Hunnewell Fields; and further, to authorize the Board of Selectmen to transfer any portion of town-owned land acquired under the deed recorded in the Middlesex South Registry of Deeds at Book 2962, Page 41, on such terms and conditions, which may be nominal consideration, as the Board of Selectmen deems appropriate, as necessary to effectuate the purposes of this article; and further, to see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide for the purposes of this article; or to act otherwise thereon

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 12-0-1 on October 1, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 25.

### **Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, an easement for vehicular access, non-motorized conveyance, and/or pedestrian access, on the property located at 22 Pleasant Street, Natick, MA, for access to the Hunnewell Fields which abuts the property to the North, such easement being located over the driveway to 22 Pleasant Street currently being used for this same purpose, as set forth in the Plan entitled "Town of Natick MA, Compiled Plan of Land & Proposed Access Easement, #22 Pleasant Street" prepared by the Town of Natick, Engineering Division, dated October 11, 2019, on file with the Department of Public Works; and further to appropriate the sum of \$100,000 from free cash for the purposes of this article; and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Hickey, Chair of the Board of Selectmen spoke to this article. Moved by Mr. Sidney, seconded by Mr. Gath to allow Mr. Griesmer ten minutes to make a presentation on this article as well. *The motion passed by a two-thirds vote (77-12-4).* Mr. Griesmer made a presentation. Moved by Mr. Griesmer, seconded by Mr. Awkward to refer the subject matter of Article 25 to the Board of Selectmen. Discussion continued on both motions on this article. Moved by Ms. Roberts, seconded by Mr. Sidney to move the question and close debate. *The motion to close debate passed by a two-thirds vote (88-7-0).* The moderator announced that the referral motion would be voted first. *The motion to refer the subject matter of Article 25 to the Board of Selectmen failed (24-71-0). The main motion under Article 25 passed by a two-thirds vote (86-11-0).*

### **ARTICLE 12: Capital Improvement (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 12-0-1 on October 1, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 20.

### **Motion A2 (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes



## 2019 FALL TOWN MEETING

### MOTION A2: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$600,000 to be expended under the direction of the Town Administration Hunnewell Field access and field improvements, individually shown as item 1 in the Table A2 below, and that to meet this appropriation the sum of \$600,000 be raised from the Capital Stabilization Fund.

**TABLE A2, MOTION A2: Article 12 - Capital Improvement - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
16	Town Administration	Hunnewell Field access and field improvements	Capital Stabilization	\$600,000
<b>Appropriation under Article 12: MOTION A2</b>				<b>\$ 600,000</b>

Moved by Mr. Freedman, seconded by Mr. Jennett to refer the subject matter of Motion A2 under Article 12 to the Town Administrator. Ms. Malone, the Town Administrator spoke on the referral motion. ***The motion to refer the subject matter of Motion A2 under Article 12 passed by majority vote (93-1-0).***

### Motion A1 under Article 12

A positive main Motion A1 under Article 12 had been moved at the October 15<sup>th</sup> session of Town Meeting and then been postponed until a later date. Moved by Mr. Freedman, seconded by Mr. Jennett to amend the main motion for Motion A1 by deleting the following text after the words “efficiency programs”; “engineering the roof replacement at the Town Hall, retiling the second floor hallway at the Johnson School, painting classroom walls and ceilings at Bennett Hemenway School”; and, deleting the following text after the words “clock repair”; “and Hunnewell Field access and field improvements”.

So that the amended main motion reads as follows:

### MOTION A1: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$692,500 to be expended under the direction of the Facilities Management Department for the purpose of replacing Wilson Middle School Bathroom Partitions, Retiling Cafeteria Floor at the Johnson Elementary School, Replacing Interior Stairways at the Johnson Elementary School, painting 12 classrooms at the Wilson Middle School, adding AC in the office and support areas at the Wilson Middle School, engineering to replace the Digital Data Control System at the Bennett Hemenway Elementary School, engineering study for air conditioning the second floor at the Wilson Middle School and the Bennett Hemenway Elementary School, adding additional heat to the garage at the Police Station, under the direction of the Department of Public Works for installing or repairing guardrail, park and field renovations, tree replacement, tree inventory, under the direction of the Sustainability Coordinator for energy efficiency programs, under the direction of the Police Department to renovate the firing range, and under the direction of Town Administration for clock repair, individually shown as items 1 through 15 in the Table A1 below, and that to meet this appropriation the sum of \$692,500 be raised from the Capital Stabilization Fund.

**TABLE A1, MOTION A1: Article 12 - Capital Improvement - 2019 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Facilities	Wilson Middle School Bathroom Partitions	Capital Stabilization	\$40,000
2	Facilities	Johnson School - Retile Cafeteria Floor	Capital Stabilization	\$15,000
3	Facilities	Johnson School - Replace Interior Stairways	Capital Stabilization	\$30,000
4	Facilities	Wilson Middle School - Paint 12 Classrooms	Capital Stabilization	\$50,000
5	Facilities	Wilson Middle School - adding AC Office and Support Area	Capital Stabilization	\$12,500
6	Facilities	Bennett Hemenway School Engineering To Replace The DDC System	Capital Stabilization	\$25,000
7	Facilities	Engineering Study For 2nd Floor AC At Wilson And Ben Hem	Capital Stabilization	\$50,000
8	Facilities	Police Station - Add Additional Heat To The Garage	Capital Stabilization	\$15,000
9	DPW - Highway, Sanitation, and Recycling	Guardrail (Various Locations)	Capital Stabilization	\$12,000
10	DPW - Land Facilities and Natural Resources	Park And Field Renovations	Capital Stabilization	\$175,000
11	DPW - Land Facilities and Natural Resources	Tree Replacement	Capital Stabilization	\$30,000
12	DPW - Land Facilities and Natural Resources	Tree Inventory	Capital Stabilization	\$10,000
13	Sustainability	Energy Efficiency Programs	Capital Stabilization	\$100,000
14	Police	Firearms Range Renovation	Capital Stabilization	\$110,000
15	Town Administration	Downtown Clock Repairs	Capital Stabilization	\$18,000
<b>Appropriation under Article 12: MOTION A</b>				<b>\$ 692,500</b>

***The amendment to the main motion passed by majority vote (93-1-0). The amended main motion passed by a two-thirds vote (93-0-1).***

### ARTICLE 9: Rescind Authorized, Unissued Debt (Town Administrator)

To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects; or otherwise act thereon.

### FINANCE COMMITTEE RECOMMENDATION

By a vote of 9-0-0 on October 1, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 9.



**Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to rescind authorized debt for a general fund land acquisition approved under Article 29 of the 2016 Spring Annual Town Meeting, in the amount of \$3,200,000 for the purpose of the acquisition of 22 Pleasant St.

Ms. Malone, Town Administrator spoke to this article. Discussion ensued. Moved by Mr. Grady, seconded by Ms. Gloff to move the question and close debate on this article. *The motion to close debate passed by a two-thirds vote (85-8-1). The main motion under Article 9 passed by majority vote (58-36-0).*

Mr. Sidney moved seconded by Mr. Gath to adjourn. *The motion to adjourn passed by majority vote. The meeting adjourned at 10:25 PM until Tuesday, November 12, 2019 at 7:30 PM.*

A record of the Seventh Session of  
2019 Fall Annual Town Meeting  
November 7, 2019

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Diane Packer, Town Clerk

## 2019 FALL TOWN MEETING

**2019 Fall Annual Town Meeting  
Marshall Lebowitz Town Meeting Room  
Wilson Middle School  
November 12, 2019, Eighth Session**

The Eighth Session of the 2019 Fall Annual Town Meeting was called to order at 7:45 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Eighth Session of 2019 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. John Townsend will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

Moved by Mr. Forshner, seconded by Mr. Linehan to postpone consideration of Article 33 until the first order of business on November 14 and that the Chair of the Zoning Board of Appeals and the Building Commissioner be present for that article. ***The motion passed by majority vote (86-4-4).***

The Meeting began with consideration of Article 6 then move to Articles 21-24, 27, 28 etc.

### **ARTICLE 6: Collective Bargaining (Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide, to implement any Collective Bargaining Agreements between the Town Natick and any recognized bargaining units of the Town; or otherwise act thereon.

The following Motion A was already on the floor (October 29) when the article had been postponed.

Move that the Town vote to appropriate the total sum of \$402,767 from the Selectmen's Contract Settlement line item, as approved by vote of the 2019 Spring Annual Town Meeting under Article 8, for the implementation of the Terms of the Agreements reached between the Town and the following collective bargaining units:

- g) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – Clerical Employees;
- h) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – Public Works' Department;
- i) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – AFL CIO Library Employees;
- j) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union AFL CIO – Facility Management Employees;
- k) Supervisors and Administrators Association (DPW);

## 2019 FALL TOWN MEETING

- l) The Natick Patrol Officers' Association; g) New England Police Benevolent Association, Inc. Local 182, Dispatchers; for payment of wages effective July 1, 2018 through June 30, 2019.

The total sum of \$402,767 shall be transferred to the following departmental line items as indicated below to supplement appropriations that were previously appropriated at the 2019 Spring Annual Town Meeting under Article 8:

• Morse Institute Library – Salaries	\$82,052
• Police Department – Salaries	\$190,262
• Department of Public Works – Salaries	\$54,601
• Health & Community Services – Board of Health Salaries	\$3,671
• Health & Community Services – Community Services – Salaries	\$2,474
• Administrative Support Services – Town Clerk Salaries	\$3,187
• Administrative Support Services – Community Development Salaries	\$3,138
• Shared Expenses – Facilities Management Salaries	\$63,382

Moved by Mr. Freedman, seconded by Mr. Jennett that the Town vote to amend Motion A by deleting in its entirety paragraph g) and adding after the words “for payment of wages effective July 1, 2018 through June 30, 2019” the following “and for the Local Union 1116 – Library Employees and The Natick Patrol Officers' Association, July 1, 2019 through June 30, 2020.”

So that the amended motion will read as follows:

Move that the Town vote to appropriate the total sum of \$402,767 from the Board of Selectmen Expenses, Contract Settlement line item, as approved by vote of the 2019 Spring Annual Town Meeting under Article 8, for the implementation of the Terms of the Agreements reached between the Town and the following collective bargaining units:

- Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – Clerical Employees;
- Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – Public Works' Department;
- Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – AFL CIO Library Employees;
- Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union AFL CIO – Facility Management Employees;
- Supervisors and Administrators Association (DPW); and,
- The Natick Patrol Officers' Association;

for payment of wages effective July 1, 2018 through June 30, 2019 and for the Local Union 1116 – Library Employees and The Natick Patrol Officers' Association, July 1, 2019 through June 30, 2020.

The total sum of \$402,767 shall be transferred to the following departmental line items as indicated below to supplement appropriations that were previously appropriated at the 2019 Spring Annual Town Meeting under Article 8:

Morse Institute Library – Salaries	\$82,052
Police Department – Salaries	\$190,262
Department of Public Works – Salaries	\$54,601
Health & Community Services – Board of Health - Salaries	\$3,671
Health & Community Services – Community Services – Salaries	\$2,474
Administrative Support Services – Town Clerk - Salaries	\$3,187
Administrative Support Services – Community Development- Salaries	\$3,138
Shared Expenses – Facilities Management - Salaries	\$63,382

Mr. Townsend, Deputy Town Administrator and Finance Director spoke to the amendment and the article. *The amendment passed by majority vote (96-0-1) and amended Motion A under Article 6 passed by unanimous vote (98-0-0).*

### **Motion B (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate the total sum \$34,954 from Water/Sewer Fund Retained Earnings, for the implementation of the terms of the agreement reached between the Town and Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of



## 2019 FALL TOWN MEETING

North America – Clerical Employees for payment of wages effective July 1, 2018 through June 30, 2019. The total sum of \$34,954 shall be transferred to the following departmental line items as indicated below to supplement appropriations that were previously appropriated at the 2019 Spring Annual Town Meeting under Article 8 Motion H1:

Water/Sewer – Salaries	\$34,954
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Mr. Townsend, Deputy Town Administrator and Finance Director spoke to this motion. ***Motion B under Article 6 passed by majority vote (95-1-0).***

### **ARTICLE 21: West Natick Fire Station Signal Controls (Board of Selectmen)**

To see if the Town will vote, subject and pursuant to General Laws Chapter 40, Section 3, Section 4, and Section 15, and any other enabling law, to authorize the Board of Selectmen to release and convey all right, title and interest held by the Town, to the Commonwealth of Massachusetts Department of Transportation, on such terms and conditions, which may be nominal consideration, as the Board of Selectmen deems appropriate, of a portion of certain Town property located at 268 Speen Street for a shared use walkway for pedestrian travel to be located within the state highway layout, or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 12-0-0 on September 17, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 21.

### **Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote, subject and pursuant to General Laws Chapter 40, Section 3, Section 4, and Section 15, and any other enabling law, to authorize the Board of Selectmen to release and convey all right, title and interest held by the Town, to the Commonwealth of Massachusetts Department of Transportation, on such terms and conditions, which may be nominal consideration, as the Board of Selectmen deems appropriate, of a portion of certain Town property located at 268 Speen Street for a shared use walkway for pedestrian travel to be located within the state highway layout; the portion to be discharged will not exceed 0.35 acre and is to be located one (1) foot from the innermost side of the shared use walkway that travels along the Route 9 off-ramp; and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Hayes, Chair of the West Natick Fire Station (WFNS) Building Committee spoke to this article. ***The main motion under Article 22 passed unanimously (98-0-0).***

### **ARTICLE 22: Amend Article 20 of the Natick Town Bylaws (Board of Selectmen)**

To see if the Town will vote to amend the chart entitled “MULTIPLE MEMBER BODY APPOINTMENTS MADE BY THE TOWN ADMINISTRATOR” set forth in Article 20, section 5, of the Natick Town Bylaws, to be consistent with the Massachusetts General Laws, by striking the phrase “Commission on Disability”, or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 22.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to amend the chart entitled “MULTIPLE MEMBER BODY APPOINTMENTS MADE BY THE TOWN ADMINISTRATOR” set forth in Article 20, section 5, of the Natick Town Bylaws, to be consistent with the Massachusetts General Laws, by striking the entry “Commission on Disability” such that the entire line is removed from the chart; and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Hickey, Chair of the Board of Selectmen spoke to this article. Moved by Mr. Connolly, seconded by Mr. Lista, that Mr. Connolly be allowed to speak five (5) minutes on this article. That motion failed (51-36-9) as it did not garner a two-thirds vote. ***The main motion under Article 22 passed by majority vote (79-13-3).***

### **ARTICLE 23: Alteration of Layout of North Main Street (Route 27) and Adjacent Streets (Board of Selectmen)**

To see if the Town will vote to accept as a public way the altered layout of North Main Street (Route 27) and adjacent streets thereto, to include within the layout of North Main Street and adjacent streets certain fee interests and permanent

easements as shown on a plan entitled "Layout Alteration Route 27 Roadway Improvements North Main Street Natick, Massachusetts," dated April 2, 2019, prepared by Lighthouse Land Surveying, LLC, as said plan may be amended, said plan on file with the Town Clerk; or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 23.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to accept as a public way the altered layout of North Main Street (Route 27) and adjacent streets thereto, to include within the layout of North Main Street and adjacent streets certain fee interests and permanent easements as shown on a plan entitled "Layout Alteration Route 27 Roadway Improvements North Main Street Natick, Massachusetts," dated April 2, 2019, prepared by Lighthouse Land Surveying, LLC, as said plan may be amended, said plan on file with the Town Clerk; and to take all action necessary or appropriate to accomplish the purposes of this article.

Ms. Malone, Town Administrator spoke to this article. *The main motion under Article 23 passed by majority vote (89-4-1).*

### **ARTICLE 24: Transfer of Land and Grant of Easement to Natick Affordable Housing Trust: 299-301 Bacon Street (Board of Selectmen)**

To see if the Town will vote to transfer from the Board of Selectmen to the Natick Affordable Housing Trust, the care, custody, management, and control of land identified as 0.28 acres, Assessor's Parcel No. 26-0000164A, located at 299-301 Bacon Street, as shown on a Plan entitled "Subdivision Plan on Land in Natick, Midwest Engineering, Inc., Surveyors, dated June 23, 2003," recorded as Plan Number 18326B with the Land Court Registration Office, deed into the Town of Natick recorded in the Middlesex South Registry of Deeds at Book 1470, Page 1; and further, to authorize the Board of Selectmen to grant to the Natick Affordable Housing Trust, an easement over the Town right-of-way, for the purposes of installation and maintenance of a sewer main, as show in the Plan entitled "Plan and Profile, Sewer Force Main, Plan of Land in Natick, Mass.," prepared by Sullivan Surveying Company, LLC, Sheet C2, revision date 7/2/19, on file in the Board of Selectmen's office; or to take any other necessary action to effectuate the purposes of this Article; or to act otherwise thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 10, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 24.

### **Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to transfer from the Board of Selectmen to the Natick Affordable Housing Trust, the care, custody, management, and control of land identified as 0.28 acres, Assessor's Parcel No. 26- 0000164A, located at 299-301 Bacon Street, as shown on a Plan entitled "Subdivision Plan on Land in Natick, Midwest Engineering, Inc., Surveyors, dated June 23, 2003," recorded as Plan Number 18326B with the Land Court Registration Office, deed into the Town of Natick recorded in the Middlesex South Registry of Deeds at Book 1470, Page 1; and further, to authorize the Board of Selectmen to grant to the Natick Affordable Housing Trust, an easement over the Town right-of-way, for the purposes of installation and maintenance of water and sewer connections, including but not limited to a sewer main, as shown in the Plan entitled "Plan and Profile, Sewer Force Main, Plan of Land in Natick, Mass.," prepared by Sullivan Surveying Company, LLC, Sheet C2, revision date 7/2/19, on file in the Board of Selectmen's office; and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Hickey, Chair of the Board of Selectmen spoke to this Article. *The main motion under Article 24 passed by a two-thirds vote (98-0-1).*

### **ARTICLE 27: Real Estate Transfer Surcharge In Support of Affordable Housing (Natick Affordable Housing Trust Fund)**

To determine whether the Town will authorize the Board of Selectmen to petition the General Court for special legislation that would impose a real estate transfer fee to be used by the Natick Affordable Housing Trust for the purposes of acquiring, creating, preserving, rehabilitating, restoring and supporting affordable housing in the Town, or take any other action relative thereto.



**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 13-0-0 on October 1, 2019 the Finance Committee recommended **referral to the Board of Selectmen** on the subject matter of Article 27.

**Motion (requires a majority vote)**

Moved by Mr. Ball, seconded by Mr. Krentzman that the Town vote to authorize the Board of Selectmen to petition the General Court for special legislation substantially in the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition, to impose a real estate transfer fee to be used by the Town for the purposes of acquiring, creating, preserving, rehabilitating, restoring and supporting affordable housing in the Town:

“An act establishing a real estate transfer fee upon the transfer of residential real property in the Town of Natick”

SECTION 1.

- a) There is hereby imposed a real estate transfer fee, hereafter “the fee,” upon the transfer of any real property interest in any residential real property consisting of one to three units situated in the Town of Natick.
- b) The fee shall be equal to 0.5 per cent of the portion of the purchase price exceeding a “fee threshold”. Said fee threshold is defined as 125% of the average assessed value of all residential real property consisting of one to three units in the Town of Natick, with said fee threshold rounded to the nearest \$10,000.
- c) The Town may recalculate the fee threshold from time to time, but no more frequently than biennially following the acceptance of this act. Upon such recalculation, the Town shall publish a notice of the new fee threshold value in four successive issues of *Banker and Tradesman* or an equivalent publication of the Massachusetts real estate industry.
- d) Fees of less than \$50 shall not be imposed.

SECTION 2. The following transfers of real property interests shall be exempt from the fee established in Section 1:

- i) transfers to or from the federal government, the Commonwealth, the Town, and any of their instrumentalities, agencies or subdivisions, including the Natick Housing Authority and the Natick Affordable Housing Trust;
- ii) transfers of the portion of a real property subject to an affordable housing restriction;
- iii) transfers made without additional consideration to confirm, correct, modify or supplement a transfer previously made;
- iv) transfers to a charitable organization, as defined in clause Third of section 5 of chapter 59 of the General Laws, or a religious organization, provided, however, that the real property interests so transferred will be held solely for public charitable or religious purposes

SECTION 3. The fee shall be the liability of the purchaser of such property interest, and any agreement between the purchaser and the seller or any other person with reference to the allocation of the liability for the fee shall not affect such liability of the purchaser to the Town. The Town may define by bylaw what constitutes a real property interest and the calculation of the fee.

SECTION 4. The fee shall be paid to the Town. The Town shall have such remedies to collect the fee as provided by law with respect to the collection of real property taxes. The Town may, by bylaw, adopt additional requirements, exemptions, and regulations to implement or enforce said fee, consistent with this act.

SECTION 5. All fees received pursuant to this act shall be deposited in the Natick Affordable Housing Trust Fund established pursuant to section 55C of chapter 44 of the General Laws.



SECTION 6. When a transfer subject to the transfer fee occurs, the following shall be provided to the Town:

- i) an affidavit signed by the purchaser and seller attesting to the address of the property, the date of transfer and the purchase price, and
- ii) the applicable fee owed, marked as payable to the Natick Affordable Housing Trust Fund, or
- iii) an affidavit signed by the purchaser and seller attesting to the basis, if any, upon which the transfer is claimed, under the provisions of Section 2, to be exempt in whole or in part from said fee.

SECTION 7. Acceptance of this act by the Town of Natick shall be by vote of approval at an annual Town Meeting. Sections 1 to 6, inclusive, shall take effect 30 days after such acceptance by the Town.

and to take all action necessary or appropriate to accomplish the purposes of this article.

Without objection Mr. Ball was granted up to ten (10) minutes to make a presentation on this article. Moved by Ms. Sciarra, seconded by Mr. Lista that the two minute limit of time for speaker during debate under Article 27 be increased to four (4) minutes. ***This motion passed by a two-thirds vote (66-25-3).*** Discussion ensued on this article. Moved by Mr. Coburn, seconded by Ms. Wollschlager to refer the subject matter of Article 27 to the Board of Selectmen. The Moderator announced that the body would discuss the referral motion and the main motion at the same time.

Moved by Mr. Yang, seconded by Mr. Linehan to add a Section 8 after Section 7as follows:

Section 8. All transfers by inheritance or probate shall be exempt from such real estate transfer fee. ***The amendment passed by majority vote (65-29-3).*** Moved by Mr. Sidney, seconded by Mr. Yang moved to amend Section 7 to add the words "and Section 8" after the words "Sections 1 to 6". ***The amendment passed by majority vote (by hand count).*** Moved by Mr. Grady, seconded by Mr. Jennett to move the question and close debate on the subject matter of Article 27. ***The motion to close debate passed by a two-thirds vote (87-9-2).*** The Moderator announced that the referral motion would be voted first. ***The referral motion passed by majority vote (73-26-0).***

#### **ARTICLE 28: Land Area of the Town and its Makeup (Julian Munnich et al)**

To see whether the Town will vote to establish a study committee of Town Meeting, appointed by the Moderator, to address, research, study, analyze, and recommend action regarding: The true gross land area of the Town and its makeup by statutory, regulatory, and ownership components; including but not limited to the total land area zoned for residential, commercial or industrial use as pertains to MGL c.40B §§ 20-23, 760 CMR 56 and/or related guidelines issued by DHCD or any office of the Commonwealth or established in any legal proceeding; and, without limitation:

- 1) To establish the number and/or qualifications of committee members to be appointed;
- 2) To establish the charge of said committee including, but not limited to:
  - Identify any and all components of the calculation and all individual parcels or acreage owned by the United States; the Commonwealth; or any political subdivision thereof; the Department of Conservation and Recreation or any state public authority; or where all residential, commercial, and industrial development has been prohibited by deed, decree, zoning or restrictive order of the Department of Environmental Protection pursuant to M.G.L. c. 131, § 40A; or is dedicated to conservation or open space whether under control or ownership by trusts, corporations, partnerships, private parties, or otherwise; or is contained in the Subsidized Housing Inventory; and the size of all bodies of water located within Natick;
  - Gather any other information necessary to analyze, evaluate, and calculate the Town's position relative to sites potentially comprising one and one half per cent or more of the total land area zoned for residential, commercial, or industrial use.
  - Identify and recommend any zoning changes or other actions that might strengthen or improve the Town's position relative to meeting or exceeding any statutory or regulatory tests and criteria;

## 2019 FALL TOWN MEETING

- Report its findings and recommendations to 2020 Spring Annual Town Meeting or such other date as Town Meeting shall establish provided, however, that this shall not preclude any preliminary or earlier report(s) to Town boards, committees, commissions, or to Town Meeting;
- 3) To authorize said committee to develop a database of properties to be included in and/or excluded from either the numerator or the denominator of any statutory calculation;
  - 4) To provide that said committee shall have access to Town Counsel and to Town staff, including but not limited to the Community and Economic Development, DPW (GIS), and Finance (Assessors) divisions and may utilize the services of outside consultants;
  - 5) To provide for a method to engage any such outside consultant or other vendor including, without limitation, a reserve fund transfer by the Finance Committee;
  - 6) To see what sum of money the Town will appropriate to accomplish the purpose of said committee;
  - 7) To set the term of said study committee to expire upon the dissolution of 2020 Spring Annual Town Meeting or such other date as Town Meeting shall establish unless otherwise extended by Town Meeting;
  - 8) Said committee, being a multiple member body under the Town Charter, is authorized to sponsor warrant articles for any Annual or Special Town Meeting Warrant;

or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 13-0-0 on September 3,, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 28.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes Move to establish a study committee of Town Meeting, appointed by the Moderator, to address, research, study, analyze, and recommend action regarding: The true gross land area of the Town and its makeup by statutory, regulatory, and ownership components; including but not limited to the total land area zoned for residential, commercial or industrial use as pertains to MGL c.40B §§ 20-23, 760 CMR 56 and/or related guidelines issued by DHCD or any office of the Commonwealth or established in any legal proceeding; and, without limitation:

To establish the number of committee members as five (5);

To establish the charge of said committee including, but not limited to:

- Identify any and all components of the calculation and all individual parcels or acreage owned by the United States; the Commonwealth; or any political subdivision thereof; the Department of Conservation and Recreation or any state public authority; or where all residential, commercial, and industrial development has been prohibited by deed, decree, zoning or restrictive order of the Department of Environmental Protection pursuant to M.G.L. c. 131, § 40A; or is dedicated to conservation or open space whether under control or ownership by trusts, corporations, partnerships, private parties, or otherwise; or is contained in the Subsidized Housing Inventory; and the size of all bodies of water located within Natick;
- Gather any other information necessary to analyze, evaluate, and calculate the Town's position relative to sites potentially comprising one and one half per cent or more of the total land area zoned for residential, commercial, or industrial use.
- Identify and recommend any zoning changes or other actions that might strengthen or improve the Town's position relative to meeting or exceeding any statutory or regulatory tests and criteria;
- Report its findings and recommendations to 2021 Spring Annual Town Meeting or such other date as Town Meeting shall establish provided, however, that this shall not preclude any preliminary or earlier report(s) to Town boards, committees, commissions, or to Town Meeting;

To authorize said committee to develop a database of properties to be included in and/or excluded from either the numerator or the denominator of any statutory calculation;

## 2019 FALL TOWN MEETING

To provide that said committee shall have access to Town Counsel and to Town staff, including but not limited to the Community and Economic Development, DPW (GIS), and

Finance (Assessors) divisions and may utilize the services of outside consultants; To provide for a method to engage any such outside consultant or other vendor;

To appropriate the sum of \$5,000, from Free Cash, to accomplish the purpose of said committee;

To set the term of said study committee to expire upon the dissolution of 2021 Spring Annual Town Meeting, unless otherwise extended by Town Meeting;

Said committee, being a multiple member body under the Town Charter, is authorized to sponsor warrant articles for any Annual or Special Town Meeting Warrant.

Mr. Munnich spoke to this article. Moved by Ms. Adelman-Foster seconded by Ms. Salamoff to indefinitely postpone the subject matter of Article 28. Discussion ensued on this article. Moved by Mr. Freedman, seconded by Mr. Jennett to amend the main motion by deleting the word "Moderator" in the first line and replace them with the words "Board of Selectmen". The Moderator explained to Town Meeting that changing the appointing authority to the Board of Selectmen changes the quantum of vote for the article to a two-thirds vote. ***The amendment failed (29-57-3).*** Mr. Sidney moved, seconded by Mr. Yang to move the question and close debate on the article. ***The motion to close debate on the subject matter of Article 28 passed by a two-thirds vote (85-7-1).*** The Moderator announced that Town Meeting will vote the motion for indefinite postponement first. ***The motion for indefinite postponement failed (35-56-1). The main motion passed by majority vote (55-35-1).***

Mr. Sidney moved seconded by Mr. Gath to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:25 PM until Thursday, November 14, 2019 at 7:30 PM.***

A record of the Eighth Session of  
2019 Fall Annual Town Meeting  
November 12, 2019

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Diane Packer, Town Clerk



## 2019 FALL TOWN MEETING

**2019 Fall Annual Town Meeting  
Marshall Lebowitz Town Meeting Room  
Wilson Middle School  
November 14, 2019, Ninth Session**

The Ninth Session of the 2019 Fall Annual Town Meeting was called to order at 7:50 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Ninth Session of 2019 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; there were none. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present for the meeting: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Michael Hickey, Chair, Board of Selectmen. John Townsend will operate the slides and Tim Lathwood, a representative from Option Technologies, will operate the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting which had been accepted at a previous session of 2019 Fall ATM. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any question more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator announced that the order of business will be Articles 33, 30, 31, 34 through the end of the warrant.

### **ARTICLE 33: Amend Zoning By-Laws: Non-Conforming Uses, Large Residential Additions Zoning Amendment (Planning Board)**

To see if the Town will vote to amend the Zoning By-laws to amend Section V-A (4), Nonconforming Uses, by:

1. Amending, modifying or adding, without limitation, to Section 200 Definitions for "Large Additions, Residential";
2. Adding, without limitation, provision(s) for regulating alteration, addition or demolition/reconstruction activity yielding "large additions" on nonconforming single and two-family dwellings;
3. Amending, modifying, or adding to Section VI – E – Board of Appeals, Special Permits;

or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 8-1-1 on September 19, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 33.

### **Motion (requires a majority vote)**

Moved by Ms. Evans, seconded by Mr. Munnich moved to refer the subject matter of Article 33 to the Planning Board (Motions A, B and C).

Ms. Evans spoke to the referral motion. *The motion to refer the subject matter of Article 33 to the Planning Board passed by majority vote (88-1-1).*

### **ARTICLE 30: Amend Zoning By-laws: Creative Production Use Zoning Amendment (Planning Board)**

To see if the Town will vote to amend the Zoning Bylaws to:

- 1) Add definitions for “Creative Production “to Article I, Section 200 of the Town of Natick Zoning Bylaw;
- 2) To determine which zoning district(s) such uses may be permitted By-Right or by Special Permit;
- 3) To determine intensity, dimensional and other regulations for such uses as may be permitted by right or by special permit and
- 4) To determine off-street parking standards and regulations for such uses as may be permitted By Right or by Special Permit;

or otherwise act thereon.

#### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 19, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 30.

#### **Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to see if the Town will vote to amend the Town of Natick Zoning By-laws by:

- 1) In Article I, Section 200 – Definitions, add:

***Creative Production:*** *Creation, production, manufacture, distribution, publishing, rehearsal, performance, broadcast, selling, or teaching of the visual arts, performing arts, applied arts, literature, heritage, media, music, information technology, communications media, or digital content & applications; or the invention, design, prototyping, fabrication, assembly, and packaging of ideas, concepts, theories or parts as intermediate production materials for further processing or as consumer goods for sale.*

- 2a) In Section III-A.2 Use Regulations schedule:

Insert new uses 38C to appear on the Use Table as follows:

BUSINESS USES	RG	RM	RS	PC D	SH	AP	DM	CII	INI	INII	H
38C. Creative Production, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises.	O	O	O	O	O	A	(*)	A	A	A	O

- 2b) In Section III-C (3) [HMII], insert new use to Uses Allowed Under an Overall Site Plan, as follows:

n. Creative Production, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises to the extent feasible.

- 2c) In Section III-D (1) [LC], insert new use to Permitted Uses, as follows:

s. Creative Production, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises to the extent feasible.

- 2d) In Section III-E (2a) [DMU], insert new use to Permitted Uses, as follows:

28. Creative Production, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises to the extent feasible.

- 2f) In Section III-G (1) [HMIII], insert new use to Permitted Uses, Site Plan Review, as follows:

j. Creative Production, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises to the extent feasible.

- 3) In Section V-D (3) Off-Street Parking and Loading Requirements add:

## 2019 FALL TOWN MEETING

u) Creative Production – 1 space for every five hundred (500) square feet of gross floor area.

Ted Fields, Planner in Community and Economic Development spoke to this article. *The main motion under Article 30 passed by two-thirds vote (78-11-0).*

### ARTICLE 31: Amend Zoning Bylaws: Specialty Craft Fabrication Zoning Amendment (Planning Board)

To see if the Town will vote to amend the Zoning Bylaws to:

- 1) Add definitions for “Specialty Craft Fabrication”;
- 2) To determine which zoning district(s) such uses may be permitted By-Right or By Special Permit;
- 3) To determine intensity, dimensional and other regulations for such uses as may be permitted by right or by special permit and
- 4) To determine off-street parking standards and regulations for such uses as may be permitted By-Right or by Special Permit;

or otherwise act thereon.

### FINANCE COMMITTEE RECOMMENDATION

By a vote of 9-1-0 on September 19, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 31.

### Motion (requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes to see if the Town will vote to amend the Town of Natick Zoning By-laws by:

- 1) In Article I, Section 200 – Definitions, add  
**Specialty Craft Fabrication:** Production of goods by the use of hand tools or small-scale, light mechanical equipment occurring solely within an enclosed building where such activity involves on-site sales of goods produced, is conducted in public view as much as practical and requires no outdoor operations or storage, and where the production, operations, sales and storage of materials related to production occupy no more than 7,500 square feet of gross floor area. Typical uses have minimal negative impact on surrounding properties and include, but are not limited to, woodworking, ceramics production, jewelry manufacturing, small electronics production, beverage or food processing, including the distillation of alcohol. Specialty Craft Fabrication sites may include a retail or dining component, not to exceed thirty-three percent (33%) of the facility’s gross square footage, permitted as an accessory use, where goods and products produced on the premises may be displayed, sold and/or consumed. A seasonal outdoor area (i.e. a patio, deck or garden) is permissible as part of an accessory retail use in a Specialty Craft Fabrication site, but shall not be included in calculating the retail use’s square footage for zoning compliance. Specialty Craft Fabrication sites may also include other accessory uses if such uses are otherwise permitted in the zoning district.

- 2a) In Section III-A.2 Use Regulations schedule:

Insert new uses 38B to appear on the Use Table as follows:

BUSINESS USES	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H
38B. Specialty craft fabrication, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises.	O	O	O	O	O	O	(*)	P	A	A	0

- 2b) In Section III-C (3) [HMII], insert new use to Uses Allowed Under an Overall Site Plan, as follows:

- n) Specialty Craft Fabrication, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises to the extent feasible.



- 2c) In Section III-D (1) [LC], insert new use to Permitted Uses, as follows:
- s) Specialty Craft Fabrication, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises to the extent feasible.
- 2d) In Section III-E (2b) [DMU], insert new use to Uses Allowed on Special Permit Only, as follows:
- 13. Specialty Craft Fabrication, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are minimized and confined to the premises to the extent feasible and such a use is located not less than fifty (50) feet from a residential district.
- 3) In Section V-D (3) Off-Street Parking and Loading Requirements add:
- v) Specialty Craft Fabrication without accessory space for consuming goods produced on site – 1 space for every two thousand (2,000) square feet of gross floor area, or 1 space for each three (3) persons normally employed in the largest shift, whichever is greater.
  - w) Specialty Craft Fabrication with accessory space for consuming goods produced on site – 1 space for every two thousand (2,000) square feet of gross floor area, or 1 space for each three (3) persons normally employed in the largest shift, whichever is greater plus 1 space for every thirty (30) square feet of public area reserved for the general public for the actual consumption of food and beverages.

Mr. Fields, Planner Community and Economic Development Department spoke to this article. *The main motion under Article 31 passed by a two-thirds vote (83-4-1).*

**ARTICLE 34: Amend Zoning By-Laws: Alternate Uses In Residential Districts Zoning Amendment (Planning Board)**

To see whether the Town will amend Natick Zoning Bylaw Section V Special Requirements, to restrict non-residential uses in the setbacks of residential lots, or otherwise act thereon

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 10-0-0 on September 19, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 34.

**Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick - Zoning Bylaw Section V as follows: Add the following Sub-section to Section V Special Requirements. "V-A.1

ALTERNATE USES IN RESIDENTIAL DISTRICTS: Except for the primary residential use of RS or RG, allowed in their respective districts; for all other uses that are either permitted, allowed by special permit, or otherwise enabled; all parking, areas of active use, play areas, communal gathering areas, and storage; whether in buildings, accessory structures, or outdoor; shall be subject to the district's setbacks as shown in Table IV – B."

Mr. Munnich, spoke to this article. *The main motion under Article 34 passed under Article 34 by a two-thirds vote (89-1-0).*

**ARTICLE 35: Amend Zoning Bylaw – Retail Marijuana Overlay Districts (Planning Board)**

To see if the Town will vote to amend the Town of Natick Zoning Bylaws as follows:

To correct and revise the properties previously designated for inclusion in Retail Marijuana Overlay Districts as voted by Town Meeting under 2018 Special Town Meeting #2, Article 2; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 9-0-1 on September 19, 2019 the Finance Committee recommended **favorable action** on Motions A and B under the subject matter of Article 35.

**Motion A (requires a two-thirds vote)**

Moved by Mr. Evans seconded by Mr. Hayes to amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1, by revising the Retail Marijuana Overlay District (RMO) for the following properties as shown on Town Assessors' maps:

- Replace references to Map 17, Lot 1 and Map 25, Lots 276 and 277 with reference to Map 17, Lots 1H and 1R;

## 2019 FALL TOWN MEETING

- Replace reference to Map 17, Lot 5D with Map 17, Lot 4D;
- Replace reference to Map 17, Lot 6 to Map 17, Lot 3E;
- Replace reference to Map 17, Lot 9E, with Map 17, Lot 9B;
- Replace reference to Map 23 Lot 1E with Map 23 Lot 1D;
- Insert after Map 24 Lot 89A the following: “(for a depth not to exceed 515 feet from the northern boundary of Lot 89A)”;
- Delete references to Map 24, Lots 89F, 89G, 89H, 89I, and 94AA; and
- Delete reference to Map 24, Lots 89CD, 89DA, and 89CE, and reference to Map 25 Lot 251A.

Ms. Evans spoke to this article. *Motion A under Article 35 passed by a two-thirds vote (87-2-0).*

### **Motion B (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1, by revising the Retail Marijuana Overlay District (RMO) for the following properties as shown on Town Assessors' maps:

- Insert after Map 21 Lot 117B the following: “(portion with CII underlying zoning)”

So that the list of properties in the districts now reads as follows:

#### **Golden Triangle Retail Marijuana Overlay District (RMO)**

- Map 10 Lots 4, 5, and 6;
- Map 16 Lots 2, 2B, 2C, 3, 4B, 4D, 4Ab, and 4Abb;
- Map 17 Lots Map 17, Lots 1H, 1R, 3B, 3E, 4A, 4B, 4C, 4D, 5A, 5C, 5F, 5FA, 5FB, 5FC, 9A, 9D, 9E, and 20;
- Map 23 Lots 1A, 1D, 73, and 74;
- Map 24 Lots 91 (portion with CII underlying zoning), 94, 100, 101, 88A, 89A (for a depth not to exceed 515 feet from the northern boundary of Lot 89A), 89CA, 89E, 92A, 92C, 92D, and 94A;

#### **Rt. 9 East Town Line Retail Marijuana Overlay District (RMO)**

- Map 21 Lots 1, 8 (portion with CII underlying zoning), 114, 115, 116, 117A, 117B (portion with CII underlying zoning), 118, 119, 309, 332, 333, 334, 335 (portion with CII underlying zoning), 357, 358, 359, 360, 376, 377A, and 377B.

*Motion B under Article 35 passed by a two-thirds vote (85-1-3).*

### **ARTICLE 36: Amend Article 2 Section 10-c of the Charter (Town Meeting Practices and Rules Committee)**

To see what action the Town will take to amend Article 2 Section 10-c of the Charter

- 1) To provide that residents or taxpayers who are not Town Meeting members have the right, subject to rules adopted from time to time, to speak but not to make motions or vote and/or
- 2) To otherwise make rights and restrictions in Article 2 Section 10-c consistent with Article 2 Section 10 b and/or
- 3) To provide a definition within the Charter and/or for the purposes of and/or within Article 2 Section 10 c of “taxpayers” for example but not limited to that taxpayers shall mean ‘taxpayers owning real property interests and/or personal property subject to valuation and assessment by the Town Assessor and payment to the Town Treasurer Collector’ or other definition and/or
- 4) otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 11-0-0 on September 5, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 36.

### **Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to amend Article 2 Section 10-c Residents and Taxpayers of the Town of Natick Home Rule Charter by:



- Deleting the words “participate in the proceedings” and inserting in their place the word “speak” and
- Inserting “make motions or to” after the words “but shall have no right to” and
- Inserting a new sentence after the word “vote.” as follows:  
“For the purposes of this sub section the term ‘taxpayers shall mean those taxpayers owning real property interests and/or personal property which are subject to valuation and assessment by the Town Assessor and the payment of such assessed taxes to the Town Treasurer Collector.”

So that Article 2 Section 10-c now reads

“(c) Residents and Taxpayers - Any resident or taxpayer of the town may attend the sessions of the town meeting and, subject to such rules as may from time to time be adopted shall have a right to speak , but shall have no right to make motions or to vote. For the purposes of this sub section the term “taxpayers” shall mean those taxpayers owning real property interests and/or personal property which are subject to valuation and assessment by the Town Assessor and the payment of such assessed taxes to the Town Treasurer Collector.”

Mr. Griesmer, Chair of the Town Meeting Practices and Rules Committee (TMPRC), spoke to this article. *The main motion under Article 36 passed by a two-thirds vote (88-2-0).*

**ARTICLE 37: Report from Town Meeting Practices and Rules Committee  
(Town Meeting Practices and Rules Committee)**

To see what action the Town will take to hear and to discuss a report of the Town Meeting Practices and Rules Committee created by 2019 Spring Annual Town Meeting under Article 13 and /or See what sums of money the town will appropriate, raise or transfer from available funds to provide for copies of a draft revised Town Meeting Member Handbook to be prepared for Spring Annual 2020 Town Meeting

or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 11-0-0 on September 5, 2019 the Finance Committee recommended **favorable action** on Motions A and B under Article 37.

**Motion A (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to hear and to discuss the report of the Town Meeting Practices and Rules Committee created under Article 13 of Spring 2019 Annual Town Meeting.

*The main motion under Article 37 passed by majority vote (84-3-2).* Mr. Griesmer, Chair of the Town Meeting Practices and Rules Committee (TMPRC) gave the report of the committee.

**Motion B (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to appropriate the sum of \$5,000 from free cash for the purpose of creating copies of a draft revised Town Meeting Member Handbook for Spring 2020 Annual Town Meetings Consideration.

*Motion B under Article 37 passed by majority vote (80-3-2).*

**ARTICLE 38: Amend the Town of Natick By-Laws: Create New Standing Committee  
(Town Meeting Practices and Rules Committee)**

To see what action the Town will take to amend the Town of Natick By-Laws (“the By-Laws”), consistent with and pursuant to Article 2, Section 11(e) of the Town of Natick Home Rule Charter (“Committees”), the Massachusetts General Laws, Chapter 39 §16, or any other authority, to add a new and/or to amend any existing Article(s) or Section(s) of the By-Laws, including without limitation:

- i) to create a standing committee, appointed by the Moderator, for the primary purpose of considering and making recommendations on all zoning warrant articles, motions and related zoning matters and reporting thereon in print to all Town Meeting Members and to set the number of days in advance of Town Meeting action for such report except where compliance with this provision would defeat the purpose of a Special Town Meeting; and/or
- ii) to determine the name, size and composition of such standing committee and to specify the eligibility, term and/or qualifications of the committee and for an individual to be a member of such committee provided however that no person holding an elective town office except Town Meeting member or constable shall be eligible to serve on said



## 2019 FALL TOWN MEETING

committee and to determine whether those serving on appointed committees or boards that have responsibility for issuing permits, approving expenditure of funds or exercising final authority over any matter shall be eligible to serve on said committee; and/or

- iii) to allow such standing committee, in connection with its work, to conduct studies and analyses of the Town for the purpose of providing information and reports to Town Meeting and the Town on zoning, land use and related matters; and/or
  - iv) to provide that such committee, in connection with its work, have access to Town Counsel whether such provision is made in a new by law article or section of the By-Laws or within Article 22 – Town Counsel, Section 5 (c) of the By-Laws; and/or
  - v) to specify any other powers, duties or responsibilities of such committee; and/or
  - vi) to modify the duties of the Finance Committee under By-Law Article 23, Section 4 regarding consideration, reporting and recommending on all matters of business within the articles of any warrant where a standing committee has been created by Town Meeting pursuant to Article 2, Section 11(e) of the Charter and said standing committee is given primary or required advisory committee responsibility to study, review, recommend and reporting advance of Town Meeting on certain or particular types or categories of subject matter of warrant articles that otherwise would have been the required responsibility of the Finance Committee, and/or
  - vii) to permit the Finance Committee to consider such categories or types of matters of business at its discretion and/or
  - viii) to require the Finance Committee to consider such categories or types of subject matter of business if directed to do so by the Moderator regarding a particular warrant article of any town meeting and/or
  - ix) to modify or to add other reporting requirements and elements to the report of the Finance Committee for the benefit of Town Meeting and the public and/or
- or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 11-0-0 on September 5, 2019 the Finance Committee recommended **referral to the sponsor** on Motions A, B and C under Article 38.

### **Motion A (requires a majority vote)**

Moved by Mr. Griesmer, seconded by Mr. Munnich to amend the Town of Natick By-Laws by adding a new Article 23B – Zoning Advisory Committee, said standing committee being authorized by Section 2-11(e) of the Natick Home Rule Charter, and Massachusetts General Law, Chapter 39 § 16. Said new Article 23B – Zoning Advisory Committee shall read as follows:

#### **“Section 1 - Purpose of the Zoning Advisory Committee**

- 1.1 The Zoning Advisory Committee shall serve as a special advisory committee to Town Meeting with respect to all zoning warrant articles. It shall consider, recommend and report to Town Meeting on zoning warrant articles, motions and related zoning matters in advance of Town Meeting action.
- 1.2 Furthermore, the Committee may conduct studies and analyses of the Town consistent with Section 1.1 above that it deems necessary for the purpose of providing information and reports to Town Meeting.

#### **Section 2 - Composition, Term of Office; Eligibility; Removal, Resignation**

- 2.1 Composition, Term of Office – There shall be a Zoning Advisory Committee, consisting of five (5) members appointed by the Town Moderator for terms of three (3) years each, which shall begin on July 1 of each year except that when the Committee is initially established, one (1) member shall be appointed for a term of one (1) year, two (2) shall be appointed for terms of two (2) years, and two (2) shall be appointed for terms of three (3) years; any vacancy occurring on the Committee shall be filled for the balance of any unexpired term. At the first meeting of each new fiscal year, the Zoning Advisory Committee shall conduct an organizational meeting to elect from its members a chair, a vice-chair and a clerk.
- 2.2 Eligibility – Any resident of the Town of Natick shall be eligible to serve on the Zoning Advisory Committee provided, however, that no person holding elective town office other than Town Meeting member or constable and no member of the Zoning Board of Appeals shall be eligible to serve on said committee. Zoning Advisory Committee members may, however, serve on committees that advise decision-making Town agencies or Town Meeting.
- 2.3 Removal, Resignation - Any member of the Zoning Advisory Committee who files for any Town elective office except that of Town Meeting member or Constable shall cease to be a member of said Committee. Members may resign by sending a notice of resignation to the Zoning Advisory Committee chairman, the Town Moderator, and the Town Clerk; and they shall resign when they are no longer eligible to be Zoning Advisory Committee members.

Section 3 - Role and Responsibilities of Zoning Advisory Committee

Consistent with its purposes, the Zoning Advisory Committee shall:

- 3.1 Consider all zoning-related matters of business included within the articles of any warrant for a Town Meeting, and shall, after due consideration, report its recommendation as to each such article to Town Meeting. Further, the Zoning Advisory Committee shall distribute a written report of its recommendations to each Town Meeting Member at least seven (7) days in advance of a Town Meeting, except where compliance with this provision would defeat the purpose of a Special Town Meeting. The Committee's recommendations shall be those of a majority of the appointed Committee at the time of the vote, but this shall not be construed to prevent recommendations by a minority as such.
- 3.2 Conduct zoning-related studies and analyses of the Town for the purpose of informing the Town and Town Meeting on matters related to and/or consistent with the purpose of the Committee.
- 3.3 Report the doings of the Committee each year, including any recommendations or suggestions it deems advisable on any zoning-related matters pertaining to the welfare of the Town."

Moved by Mr. Sidney, seconded by Mr. Jennett to waive the reading of the motion. *The motion to waive the reading of the motion passed by majority vote (by hand count).* Mr. Griesmer spoke to this article and discussion ensued on the motion. Moved by Ms. Gloff, seconded by Mr. Coffey to refer the subject matter to the sponsor (TMPRC). Moved by Mr. Grady, seconded by Mr. Jennett to move the question on Article 38, Motion A. *The motion to move the question and end debate passed by a two-thirds vote (75-9-1). The motion to refer the subject matter of Article of 38 to sponsor passed by majority vote (68-16-1).*

**ARTICLE 39: Amend the Town of Natick General Bylaws and Zoning Bylaws to change references to the Board of Selectmen to the Select Board, and to change references to Chairman to Chair (Jennifer Paige Adams et al)**

To see if the Town will vote to amend the Town of Natick General Bylaws and Zoning Bylaws to change references to the Board of Selectmen to the Select Board, and to change references to Chairman to Chair, or otherwise act thereon

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 13-0-0 on September 3, 2019 the Finance Committee recommended **favorable action** on Motions A and B under Article 39.

**Motion A (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Bylaws by:

1. Replacing the word "selectmen" or "Selectmen" in Article 21A-5; Article 22-4, 6, 7, 8; Article 24-14.2, 15.2; Article 26-1; Article 40-2; Article 41-2, 4, 6; Article 50-1, 3, 5, 16.12; Article 51-6, 9f; Article 72-3; Article 73-1, 2, 3; Article 74-1, 2, 3; Article 75-4, 7, 11; Article 77-1 with the words "Select Board"
2. Replacing the words "Board of Selectmen" or "board of selectmen" anywhere they appear with the words "Select Board"
3. Removing from Article 60-3 the words "(the Board)"
4. Replacing the word "Board" in Article 60-4 with the words "Select Board"
5. Removing in its entirety Article 51-1, subsection m, which reads "(The term "Selectmen" means the Natick Board of Selectmen.)"
6. Replacing the word "chairman" in Article 23-1.3 with the word "chair"
7. Replacing the word "chairperson" in Article 25-1 with the word "chair"
8. Inserting in Article 10 a new section 5 (e) that shall read "Renamed Executive Board. The Select Board shall be the entity historically known as the Board of Selectmen. The Select Board shall have and exercise all legal rights, authority, duty and responsibilities vested in a Board of Selectmen by any votes of the Town and the laws of the Commonwealth, including but not limited to the Massachusetts General Laws, Code of Massachusetts Regulations and any bylaws and special acts applicable to the Town of Natick. To the extent reasonably practical, all policies, regulations, documents and Town communications shall be amended to replace references to the Board of Selectmen with Select Board, and to replace references to Selectmen with Select Board Members."

Ms. Adams spoke to this article and to Article 40 at the same time. *Motion A under Article 39 passed by majority vote (78-6-0).*

**Motion B (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes Move to amend the Town of Natick Zoning Bylaws by:



## 2019 FALL TOWN MEETING

1. Replacing the word "Selectmen" in Article VI-E with "Select Board"
2. Replacing the words "Board of Selectmen" anywhere they appear with the words "Select Board"

*Motion B under Article 39 passed by a two-thirds vote (79-4-1).*

### **ARTICLE 40: Amend the Town of Natick Home Rule Charter to change references to the Board of Selectmen to the Select Board, and to change references to Chairman to Chair**

**(Jennifer Paige Adams et al)**

To see if the Town will vote to amend the Town of Natick Home Rule Charter to change references to the Board of Selectmen to the Select Board, and to change references to Chairman to Chair, or otherwise act thereon.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 13-0-0 on September 3, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 40.

### **Motion (requires a two-thirds vote)**

Moved by Mr. Evans, seconded by Mr. Hayes Move to amend the Natick Home Rule Charter by

1. Replacing the words " the selectman" in Article 3-1 (g) with the words "the Select Board"
2. Replacing the word " selectmen" in Article 3-1 (g) with the words "Select Board members"
3. Replacing the words "Board of Selectmen" or "board of selectmen" anywhere they appear with the words "Select Board"
4. Replacing the word "Selectmen" or "selectmen" anywhere they appear with the words "Select Board"
5. Replacing the word "chairman" in Article 2-11 (d) with the word "chair"
6. Inserting a new section 3-2 (e) that shall read "Renamed Executive Board. The Select Board shall be the entity historically known as the Board of Selectmen. The Select Board shall have and exercise all legal rights, authority, duty and responsibilities vested in a Board of Selectmen by any votes of the Town and the laws of the Commonwealth, including but not limited to the Massachusetts General Laws, Code of Massachusetts Regulations and any bylaws and special acts applicable to the Town of Natick."

*The main motion under Article 40 passed by a two-thirds vote (79-1-0).*

### **ARTICLE 41: Contact Information Requirement for Town Meeting Members and Elected Officials (Patricia Sciarra, et al)**

To see if the Town will vote to request Town Meeting Members and Elected Town Officials to provide contact information to the Town Clerk that creates reasonable accessibility to its constituents, to members of Town Agencies, to appointed and elected officials. Reasonable access means ability to make contact in 48 hours or less.

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 12-0-0 on September 17, 2019 the Finance Committee recommended **favorable action** on the subject matter of Article 41.

### **Motion (requires a majority vote)**

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to add the practice that Town Meeting Members and Elected Officials provide contact information in the form of an email address and/or phone number to the Town Clerk following their being sworn in. And that the practice go into effect following the 2020 Spring Annual Town Election.

Ms. Sciarra spoke to this article. *The main motion under Article 41 passed by majority vote (71-8-0).*

The Moderator thanked everyone who helps to make sure that Town Meeting runs smoothly including Pegasus, the custodial staff, pages, Town Clerk's office staff and many others as well.



## 2019 FALL TOWN MEETING

### **ARTICLE 43: Annual Appropriation to Subsidize the Operation of the Lincoln Café at the Community-Senior Center (Jerry L. Pierce, Judy D'Antonio et al)**

To see if the Town will vote to appropriate an annual amount of \$10,000 to help subsidize the cost to continue to operate the Lincoln Café at the Community-Senior Center enabling us to continue to provide a healthy lunch at affordable prices for Senior Citizens of Natick which also provides them the opportunity to enjoy socialization with other Seniors with like interests; or otherwise

### **FINANCE COMMITTEE RECOMMENDATION**

By a vote of 9-2-1 on September 3, 2019 the Finance Committee recommended **referral to the Town Administrator, Board of Selectmen and Council on Aging** the subject matter of Article 43.

### **Motion (requires a majority vote)**

Moved by Mr. Pierce seconded by Ms. Gloff moved that no action be taken on the subject matter of Article 43.

*The motion to take no action passed by majority vote (by hand count).*

Mr. Sidney moved seconded by Mr. Griesmer to dissolve. *The motion to dissolve passed by majority vote. 2019 Fall Annual Town Meeting dissolved at 10:45 PM on Thursday, November 14, 2019.*

A record of the Ninth Session of  
2019 Fall Annual Town Meeting  
November 14, 2019

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Diane Packer, Town Clerk

**TAX RATE RECAPITULATION**  
**Fiscal Year 2020**

**I. TAX RATE SUMMARY**

Ia. Total amount to be raised (from page 2, IIe)	\$ 183,490,793.16
Ib. Total estimated receipts and other revenue sources (from page 2, IIIf)	61,928,207.69
Ic. Tax Levy (Ia minus Ib)	\$ 121,562,585.47
Id. Distribution of Tax Rates and levies	

CLASS	(b) Levy percentage (from LA5)	(c) Ic above times each percent in col (b)	(d) Valuation by class (from LA-5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	79.2699	96,362,539.94	7,080,272,200.00	13.61	96,362,504.64
Net of Exempt					
Open Space	0.0000	0.00	0.00	0.00	0.00
Commercial	18.4386	22,414,438.88	1,646,910,400.00	13.61	22,414,450.54
Net of Exempt					
Industrial	0.5068	616,079.18	45,271,000.00	13.61	616,138.31
<b>SUBTOTAL</b>	<b>98.2153</b>		<b>8,772,453,600.00</b>		<b>119,393,093.49</b>
Personal	1.7847	2,169,527.46	159,404,260.00	13.61	2,169,491.98
<b>TOTAL</b>	<b>100.0000</b>		<b>8,931,857,860.00</b>		<b>121,562,585.47</b>

MUST EQUAL 1C

**Assessors**

Molly K. Reed, Assessor, Natick, dangelo@natickma.org 508-647-6420 | 11/27/2019 12:43 PM

**Comment:**

Janice Dangelo, Assessor, Natick, ehenderson@natickma.org 508-647-6420 | 12/2/2019 2:17 PM

**Comment:**

Do Not Write Below This Line --- For Department of Revenue Use Only

**Reviewed By:** Kim Peloquin  
**Date:** 12/09/2019  
**Approved:** Andrew Nelson  
**Director of Accounts:** Mary Jane Handy

*Mary Jane Handy*

NOTE : The information was Approved on 12/9/2019

**TAX RATE RECAPITULATION**  
**Fiscal Year 2020**

**II. Amounts to be raised**

Ila. Appropriations (col.(b) through col.(g) from page 4)		<u>180,268,174.69</u>
Ilb. Other amounts to be raised		
1. Amounts certified for tax title purposes	<u>0.00</u>	
2. Debt and interest charges not included on page 4	0.00	
3. Final Awards	0.00	
4. Total overlay deficit	0.00	
5. Total cherry sheet offsets (see cherry sheet 1-ER)	359,312.00	
6. Revenue deficits	0.00	
7. Offset receipts deficits Ch. 44, Sec. 53E	0.00	
8. CPA other unappropriated/unreserved	<u>0.00</u>	
9. Snow and ice deficit Ch. 44, Sec. 31D	525,565.00	
10. Other :	0.00	
TOTAL Ilb (Total lines 1 through 10)		<u>884,877.00</u>
Ilc. State and county cherry sheet charges (C.S. 1-EC)		1,504,841.00
Ild. Allowance for abatements and exemptions (overlay)		832,900.47
Ile. Total amount to be raised (Total Ila through Ild)		<u>183,490,793.16</u>

**III. Estimated receipts and other revenue sources**

IIIa. Estimated receipts - State		
1. Cherry sheet estimated receipts (C.S. 1-ER Total)	14,938,819.00	
2. Massachusetts school building authority payments	0.00	
TOTAL IIIa		<u>14,938,819.00</u>
IIIb. Estimated receipts - Local		
1. Local receipts not allocated (page 3, col (b) Line 24)	<u>17,201,040.00</u>	
2. Offset Receipts (Schedule A-1)	<u>0.00</u>	
3. Enterprise Funds (Schedule A-2)	<u>17,904,148.00</u>	
4. Community Preservation Funds (See Schedule A-4)	<u>0.00</u>	
TOTAL IIIb		<u>35,105,188.00</u>
IIIc. Revenue sources appropriated for particular purposes		
1. Free cash (page 4, col (c))	<u>5,191,574.00</u>	
2. Other available funds (page 4, col (d))	<u>6,692,626.69</u>	
TOTAL IIIc		<u>11,884,200.69</u>
IIId. Other revenue sources appropriated specifically to reduce the tax rate		
1a. Free cash..appropriated on or before June 30, 2019	0.00	
1b. Free cash..appropriated on or after July 1, 2019	0.00	
2. Municipal light surplus	0.00	
3. Other source :	0.00	
TOTAL IIId		<u>0.00</u>
IIIe. Total estimated receipts and other revenue sources (Total IIIa through IIId)		<u>61,928,207.69</u>

**IV. Summary of total amount to be raised and total receipts from all sources**

a. Total amount to be raised (from Ile)		<u>183,490,793.16</u>
b. Total estimated receipts and other revenue sources (from IIIe)	<u>61,928,207.69</u>	
c. Total real and personal property tax levy (from Ic)	<u>121,562,585.47</u>	
d. Total receipts from all sources (total IVb plus IVc)		<u>183,490,793.16</u>

NOTE : The information was Approved on 12/9/2019



**TAX RATE RECAPITULATION**

**Fiscal Year 2020**

LOCAL RECEIPTS NOT ALLOCATED \*

Receipt Type Description	(a) Actual Receipts Fiscal 2019	(b) Estimated Receipts Fiscal 2020
=> 1. MOTOR VEHICLE EXCISE	5,692,327.71	5,690,000.00
2. OTHER EXCISE		
=> a.Meals	1,020,821.00	1,020,000.00
=> b.Room	1,495,582.00	1,490,000.00
=> c.Other	3,207.00	3,000.00
=> d.Cannabis	0.00	0.00
=> 3. PENALTIES AND INTEREST ON TAXES AND EXCISES	333,530.19	330,350.00
=> 4. PAYMENTS IN LIEU OF TAXES	37,771.33	35,950.00
5. CHARGES FOR SERVICES - WATER	0.00	0.00
6. CHARGES FOR SERVICES - SEWER	0.00	0.00
7. CHARGES FOR SERVICES - HOSPITAL	0.00	0.00
8. CHARGES FOR SERVICES - SOLID WASTE FEES	0.00	0.00
9. OTHER CHARGES FOR SERVICES	119,635.53	115,000.00
10. FEES	3,031,493.39	3,030,000.00
a.Cannabis Impact Fee	0.00	0.00
b.Community Impact Fee Short Term Rentals	0.00	0.00
11. RENTALS	57,520.50	51,000.00
12. DEPARTMENTAL REVENUE - SCHOOLS	0.00	0.00
13. DEPARTMENTAL REVENUE - LIBRARIES	0.00	0.00
14. DEPARTMENTAL REVENUE - CEMETERIES	0.00	0.00
15. DEPARTMENTAL REVENUE - RECREATION	0.00	0.00
16. OTHER DEPARTMENTAL REVENUE	2,191,956.57	2,190,195.00
17. LICENSES AND PERMITS	944,012.35	934,945.00
18. SPECIAL ASSESSMENTS	0.00	0.00
=> 19. FINES AND FORFEITS	106,883.14	100,600.00
=> 20. INVESTMENT INCOME	1,171,263.81	1,170,000.00
=> 21. MEDICAID REIMBURSEMENT	100,000.00	100,000.00
=> 22. MISCELLANEOUS RECURRING (UPLOAD REQUIRED)	943,219.28	940,000.00
23. MISCELLANEOUS NON-RECURRING (UPLOAD REQUIRED)	2,469.96	0.00
24. <b>Totals</b>	<b>17,251,693.76</b>	<b>17,201,040.00</b>

I hereby certify that the actual receipts as shown in column (a) are, to the best of my knowledge correct and complete, and I further certify that I have examined the entries made on page 4 of the Fiscal 2020 tax rate recapitulation form by the City, Town or District Clerk and hereby acknowledge that such entries correctly reflect the appropriations made and the sources from which such appropriations are to be met.

**Accounting Officer**

I hereby certify that the actual receipts as shown in column (a) are, to the best of my knowledge correct and complete, and I further certify that I have examined the entries made on page 4 of the above-indicated fiscal year tax rate recapitulation form by the City / Town / District Clerk and hereby acknowledge that such entries correctly reflect the appropriations made and the sources from which such appropriations are to be met.

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 12/2/2019 4:35 PM

**Comment:**

\* Do not include receipts in columns (a) or (b) that were voted by the City / Town / District Council or Town Meeting as offset receipts on Schedule A-1, enterprise funds on Schedule A-2, or departmental revolving funds per Chapter 44, Section 53E 1/2. Written documentation should be submitted to support increases / decreases of estimated receipts to actual receipts.

**NOTE : The information was Approved on 12/9/2019**

**TAX RATE RECAPITULATION**

**Fiscal Year 2020**

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==> Written documentation should be submitted to support increases/ decreases of FY 2020 estimated receipts to FY 2019 estimated receipts to be used in calculating the Municipal Revenue Growth Factor (MRGF).

NOTE : The information was Approved on 12/9/2019

**TAX RATE RECAPITULATION**  
Fiscal Year 2020

City/Town Council or Town Meeting Dates	FY*	(a) Total Appropriations Of Each Meeting	APPROPRIATIONS				AUTHORIZATIONS				MEMO ONLY	
			(b) From Raise and Appropriate	(c) From Free Cash (See B-1)	(d) From Other Available Funds (See B-2)	(e) From Offset Receipts (See A-1)	(f) From Enterprise Funds (See A-2)	(g) From Community Preservation Funds (See A-4)	(h) *** Departmental Revolving Funds	(i) Borrowing Authorization (Other)		
04/01/2019	2019	3,739,843.00	0.00	0.00	3,630,843.00	0.00	109,000.00	0.00	0.00	5,931,900.00		
04/01/2019	2020	170,637,829.00	153,065,055.00	1,850,000.00	791,309.00	0.00	14,931,465.00	0.00	0.00	0.00		
10/08/2019	2020	5,890,502.69	0.00	3,341,574.00	2,270,474.69	0.00	278,454.00	0.00	0.00	4,190,000.00		
<b>Total</b>		<b>180,268,174.69</b>	<b>153,065,055.00</b>	<b>5,191,574.00</b>	<b>6,692,626.69</b>	<b>0.00</b>	<b>15,318,919.00</b>	<b>0.00</b>				

\* Enter the fiscal year to which the appropriation relates, i.e., fiscal year 2019 or fiscal 2020.

\*\* Appropriations included in column (b) must not be reduced by local receipts or any other funding source.

Appropriations must be entered gross to avoid a duplication in the use of estimated or other sources of receipts.

\*\*\* Include only revolving funds pursuant to Chapter 44, Section 53 E 1/2.

**Clerk**

I hereby certify that the appropriations correctly reflect the votes taken by City / Town / District Council.

Diane Packer, Town Clerk, Natick, dpacker@natickma.org 508-647-6432 11/22/2019 4:26 PM

Comment: yes

NOTE: The information was Approved on 12/9/2019



**ASSESSMENT/CLASSIFICATION REPORT as of January 1, 2019**

**Fiscal Year 2020**

Property Type	Parcel Count	Class1 Residential	Class2 Open Space	Class3 Commercial	Class4 Industrial	Class5 Pers Prop
101	8,536	5,274,909,200				
102	2,759	996,178,500				
MISC 103,109	40	39,533,600				
104	561	318,140,100				
105	83	48,364,700				
111-125	56	313,133,400				
130-32,106	841	53,496,100				
200-231	0		0			
300-393	540			1,626,493,600		
400-442	48				45,271,000	
450-452	0				0	
CH 61 LAND	4	0	0	21,520		
CH 61A LAND	8	11	0	194,120		
CH 61B LAND	0	17	0	1,333,400		
012-043	44	36,516,600	0	18,867,760	0	
501	1,030					17,789,350
502	746					31,723,920
503	1					261,450
504	3					80,370,410
505	12					24,228,900
506	0					0
508	4					4,313,990
550-552	2					716,240
<b>TOTALS</b>	<b>15,346</b>	<b>7,080,272,200</b>	<b>0</b>	<b>1,646,910,400</b>	<b>45,271,000</b>	<b>159,404,260</b>
Real and Personal Property Total Value						8,931,857,860
Exempt Parcel Count & Value						682 722,966,200

For CH 61, 61A and 61B Land: enter the mixed use parcel count in the left-hand box, and enter the 100% Chapter land parcel count in the right-hand box.

<b>Signatures</b>
<b>Board of Assessors</b> Eric Henderson, Dir. of Assessing , Natick , ehenderson@natickma.org 508-647-6420   9/26/2019 10:33 AM <b>Comment:</b> Signed on behalf of BOA, see previously attached letter of authorization

<b>Comments</b>
No comments to display.

<b>Documents</b>
Documents have been uploaded.

NOTE : The information was Approved on 10/2/2019

**CLASSIFICATION TAX ALLOCATION**  
**Fiscal Year 2020**

1. The selected Residential Factor is 1.000000

If you desire each class to maintain 100% of its full values tax share, indicate a residential factor of "1" and go to question 3.

2. In computing your residential factor, was a discount granted to Open Space?

Yes ☐ No ☒

If Yes, what is the percentage discount? 0

3. Was a residential exemption adopted?

Yes ☐ No ☒

If Yes, please complete the following:

Class 1 Total Assessed Value	=	<u>7,080,272,200</u>	X	<u>0</u>	=	<u>0</u>
Class 1 Total Parcel Count *		<u>0</u>		Selected Res. Exemption %		Residential Exemption

\* Include all parcels with a Mixed-Use Residential designation

Applicable number of parcels to receive exemption 0

Net value to be exempted 0

4. Was a small commercial exemption adopted?

Yes ☐ No ☒

% Selected 0

If Yes, please complete the following:

No. of parcels eligible	<u>0</u>
Total value of parcels	<u>0</u>
Total value to be exempted	<u>0</u>

5. The following information was derived from the LA-7. Please indicate in column D percentages (accurate to 4 digits to the right of the decimal point) which result from your selected residential factor. (If a residential factor of "1" has been selected, you may leave Column D blank.)

A Class	B Certified Full and Fair Cash Value Assessments	C Percentage Full Value Shares of Total Tax Levy	D New Percentage Shares of Total Tax Levy
Residential	7,080,272,200.00	79.2699%	79.2699%
Open Space	0.00	0.0000%	0.0000%
Commercial	1,646,910,400.00	18.4386%	18.4386%
Industrial	45,271,000.00	0.5068%	0.5068%
Personal Property	159,404,260.00	1.7847%	1.7847%
<b>TOTALS</b>	<b>8,931,857,860.00</b>	<b>100.0000%</b>	<b>100.0000%</b>

NOTE : The information was Approved on 12/9/2019

**CLASSIFICATION TAX ALLOCATION**  
**Fiscal Year 2020**

6. Notice was given to taxpayers on 11/8/2019 (date), 7:00 am (time), at Metrowest Daily News (place), by Legal Notice Metrowest Newspaper (describe type of notice) that a public hearing on the issue of adopting the tax levy percentages for fiscal year 2020 would be held on 11/18/2019 (meeting date).

7. We hereby attest that on 11/18/2019 (date), 7:00 P.M. (time), at Natick Town Hall (place) in a public hearing on the issue of adopting the percentages for fiscal year 2020, that the Board of Assessors presented information and data relevant to making such determination and the fiscal effect of the available alternatives, and that the percentages set forth above were duly adopted in public session on 11/18/2019 (date).

8. The LA-5 excess capacity for the current fiscal year is calculated as 73,103.53

The LA-5 excess capacity for the prior fiscal year is calculated as 148,610.39

For cities : City Councilors, Aldermen, Mayor

For towns : Board of Selectmen

For districts : Prudential Committee or Commissioners

**Signatures**

**Board of Assessors**

A majority of the Board of Assessors must sign the LA-5. All signing assessors must be qualified to classify property.

Molly K. Reed, Assessor , Natick , dangelo@natickma.org 508-647-6420 | 12/3/2019 12:20 PM

Molly K. Reed, Assessor , Natick , dangelo@natickma.org 508-647-6420 | 12/3/2019 12:20 PM

Janice Dangelo, Assessor , Natick , ehenderson@natickma.org 508-647-6420 | 12/3/2019 11:48 AM

Eric Henderson, Dir. of Assessing , Natick , ehenderson@natickma.org 508-647-6420 | 11/21/2019 9:41 AM

**Comment:** Please see attached BOA signatures

**Clerk**

I hereby attest that notice was given to taxpayers that a public hearing on the issue of adopting the tax levy percentages would be held on the date and time stated above.

Diane Packer, Town Clerk , Natick , dpacker@natickma.org 508-647-6432 | 11/18/2019 4:02 PM

**Comment:** yes published in local newspaper 11/8/19

**Required Executive Signatures**

Required Signatures for LA-5 Certification

For cities: A majority of the City Councilors/Aldermen and the Mayor

For towns: A majority of the Board of Selectmen

For districts: A majority of the Prudential Committee or Commissioners

We hereby attest that on the hearing date above the Board of Assessors presented information and data relevant to making such determination and the fiscal effect of the available alternatives at the hearing, and that the percentages set forth above were duly adopted in public session on the date stated above.

Eric Henderson, Dir. of Assessing , Natick , ehenderson@natickma.org 508-647-6420 | 11/21/2019 9:42 AM

**Comment:** Please see attached BOS signatures

**Documents**

Documents have been uploaded.



**LA13 Tax Base Levy Growth**  
**Retain documentation for 5 years in case of DOR audit - Fiscal Year 2020**

Property Class	(A) All Prior Year Abatement No.	(B) All Prior Year Abatement Values	(C) New Growth Valuation	(D) PY Tax Rate	(E) Tax Levy Growth
<b>RESIDENTIAL</b>					
SINGLE FAMILY (101)	15	835,300	46,554,150		
CONDOMINIUM (102)	0	0	11,880,400		
TWO & THREE FAMILY (104 & 105)	2	89,800	1,837,100		
MULTI - FAMILY (111-125)	0	0	0		
VACANT LAND (130-132 & 106)	1	224,100	2,850,450		
ALL OTHERS (103, 109, 012-018)	0	0	644,300		
<b>TOTAL RESIDENTIAL</b>	<b>18</b>	<b>1,149,200</b>	<b>63,766,400</b>	<b>12.71</b>	<b>810,471</b>
OPEN SPACE	0	0	0		
OPEN SPACE - CHAPTER 61, 61A, 61B	0	0	0		
<b>TOTAL OPEN SPACE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>
<b>COMMERCIAL</b>					
COMMERCIAL - CHAPTER 61, 61A, 61B	5	2,486,100	59,812,900		
<b>TOTAL COMMERCIAL</b>	<b>5</b>	<b>2,486,100</b>	<b>59,812,900</b>	<b>12.71</b>	<b>760,222</b>
INDUSTRIAL	0	0	184,900	12.71	2,350
PERSONAL PROPERTY			24,466,013	12.71	310,963
<b>TOTAL REAL &amp; PERSONAL</b>			<b>148,230,213</b>		<b>1,884,006</b>

Community Comments:

Signatures
<b>Board of Assessors</b> Eric Henderson, Dir. of Assessing , Natick , ehenderson@natickma.org 508-647-6420   10/1/2019 3:29 PM <b>Comment:</b> Signed on behalf of BOA, authorization previously uploaded

Documents
Documents have been uploaded.

NOTE : The information was Approved on 10/2/2019

**Levy Limit**  
**Fiscal Year 2020**

FOR BUDGET PLANNING PURPOSES

**I. TO CALCULATE THE FY 2019 LEVY LIMIT**

A. FY 2018 Levy Limit	103,160,981	
A1. ADD Amended FY 2018 Growth	0	
B. ADD (IA + IA1)*2.5%	2,579,025	
C. ADD FY 2019 New Growth	1,545,185	
C1. ADD FY 2019 New Growth Adjustment	0	
D. ADD FY 2019 Override	0	
E. FY 2019 Subtotal	<b>107,285,191</b>	
F. FY 2019 Levy Ceiling	219,083,154	I. <b>107,285,191</b> FY 2019 Levy Limit

**II. TO CALCULATE THE FY 2020 LEVY LIMIT**

A. FY 2019 Levy Limit from I	107,285,191	
A1. Amended FY 2019 Growth	0	
B. ADD (IIA + IIA1)*2.5%	2,682,130	
C. ADD FY 2020 New Growth	1,884,006	
C1. ADD FY 2020 New Growth Adjustment	0	
D. ADD FY 2020 Override	0	
E. ADD FY 2020 Subtotal	<b>111,851,327</b>	
F. FY 2020 Levy Ceiling	223,296,447	II. <b>111,851,327</b> FY 2020 Levy Limit

**III. TO CALCULATE THE FY 2020 MAXIMUM ALLOWABLE LEVY**

A. FY 2020 Levy Limit from II.	111,851,327
B. FY 2020 Debt Exclusion(s)	9,784,362
C. FY 2020 Capital Expenditure Exclusion(s)	0
D. FY 2020 Stabilization Fund Override	0
E. FY 2020 Other Adjustment :	0
F. FY 2020 Water/Sewer	0
G. FY 2020 Maximum Allowable Levy	<b>121,635,689</b>

**Signatures**

**Board of Assessors**

Eric Henderson, Dir. of Assessing , Natick , ehenderson@natickma.org 508-647-6420 I 12/2/2019 4:42 PM

**Comment:** Signed on behalf of BOA-authorization on file

**Documents**

No documents have been uploaded.

NOTE : The information was Approved on 12/9/2019

**SCHEDULE OL-1**  
**OVERLAY WORKSHEET - Fiscal Year 2020**

<b>Overlay Available</b>					
1.	Overlay Balance as of 6/30/2019	5,572,388.78			
2.	Overlay from FY 2020 (Tax Rate Recap Page 2 lld)	832,900.47			
3.	Overlay Balance Available (Add lines 1 and 2)	<u>6,405,289.25</u>			
<b>Overlay Use</b>					
4.	Overlay Transferred to Overlay Surplus after 7/1/2019	0.00			
5.	Other Overlay Charges after 7/1/2019	7,194.74			
6.	5 year Average Abatements And Exemptions Granted thru 6/30/2019	412,067.62			
7.	Overlay Balance Needed (Add lines 4 thru 6)	<u>419,262.36</u>			
8.	Overlay Balance Available in excess of Overlay Balance Needed (negative indicates a Shortfall) (subtract line 7 from line 3)	<u>5,986,026.89</u>			
<b>Potential Future Liabilities</b>					
9.	Real Estate Tax Receivables as of 6/30/2019	987,380.59			
10.	Personal Property Tax Receivables as of 6/30/2019	234,915.01			
11.	Pending ATB or Court decision(s)	597,619.00			
12.	Total Potential Future Liabilities	<u>1,819,914.60</u>			
			<b>FY 2019</b>	<b>FY 2018</b>	<b>FY 2017</b>
			412,838.41	334,762.88	420,644.56
			<b>5-year average FY 2015 to FY 2019</b>		
			<b>412,067.62</b>		
			<b>452,351.00</b>		
			<b>412,067.62</b>		

Signatures	
<b>Accounting Officer</b>	
Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435   12/2/2019 4:34 PM	
<b>Assessor</b>	
Eric Henderson, Dir. of Assessing , Natick , ehenderson@natickma.org 508-647-6420   12/2/2019 4:41 PM	
<b>Comment:</b> Signed on behalf of BOA-authorization on file	

Documents
No documents have been uploaded.

NOTE : The information was Approved on 12/9/2019



MASSACHUSETTS DEPARTMENT OF REVENUE  
DIVISION OF LOCAL SERVICES  
BUREAU OF ACCOUNTS

Natick  
TOWN

Schedule DE-1  
Debt Exclusion - Fiscal Year 2020

(A) Ballot Vote Date	(B) Purpose(s) of Exclusion Vote	(C) Date of original issuance note/bond per purpose(s)	(D) Temp or Perm (T/P)	(E) FY 2019 Net Excluded Debt Service	(F) FY 2019 Gross Debt Service Expended	(G) FY 2020 Gross Debt Service Excludable	(H) Reimbursement adjustments (Whole numbers only)	(I) FY 2020 Net Excluded Debt Service
11/07/2000	Wilson Middle School	04/15/2004	P	431,240	561,600	538,000	128,975	409,025
03/30/2010	Natick High School	06/15/2011	P	2,749,019	2,815,313	2,738,313	60,560	2,677,753
03/30/2010	Community Senior Center	06/15/2011	P	633,810	649,000	631,200	13,865	617,335
03/30/2010	Community Senior Center	06/01/2012	P	109,554	110,725	106,925	888	106,037
03/30/2010	Natick High School	06/15/2013	P	321,672	329,367	320,325	7,021	313,304
03/27/2018	Kennedy Middle School	12/06/2018	P	0	0	4,490,033	0	4,490,033
11/06/2018	West Natick Fire Station	12/06/2018	P	0	0	1,170,875	0	1,170,875
							Total:	9,784,362

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.

ADJUSTMENTS: Prior year interest not included, rate or term different than estimate

Signatures
<b>Financial Officer</b> Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435   12/2/2019 4:34 PM <b>Comment:</b> On Behalf of John Townsend

Documents
Documents have been uploaded.

NOTE : The information was Approved on 12/9/2019

**SCHEDULE A-2**  
**ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2020**

Enterprise fund number: A-2(1ST)  
Type of enterprise fund: Water & Sewer  
Name of enterprise fund/statutory reference: CH 44

	(a) FY 2019	(b) FY 2020	
1. Enterprise revenues and available funds	<b>Actual Revenues</b>	<b>Estimated Revenues</b>	
a. User charges	15,132,113.50	16,250,000.00	*
Other departmental revenue	491,621.31	450,936.00	
Investment income	68,976.49	60,000.00	
<b>Total revenues</b>	<b>15,692,711.30</b>	<b>16,760,936.00</b>	
Retained earnings appropriated from July 1, 2018 Certification	0.00	45,000.00	**
Retained earnings appropriated from July 1, 2019 Certification		273,454.00	**
Other enterprise available funds		0.00	
<b>Total revenues and available funds</b>	<b>15,692,711.30</b>	<b>17,079,390.00</b>	(To Recap Pg 2, Part III B, line 3)
* Written documentation should be uploaded to support increases of estimated vs actual revenues			
** Retained earnings must be certified by the Director of Accounts prior to appropriation			
2. Total costs appropriated			
a. Costs appropriated in the enterprise fund			
Salaries, wages and expenses	11,347,386.00		
Capital Outlay	2,915,205.00		
Other - articles	283,500.00		
<b>Total costs appropriated in the enterprise fund</b>		<b>14,546,091.00</b>	2a
b. Indirect costs appropriated in the general fund			
Health Insurance	0.00		
Pension	0.00		
Debt	0.00		
Other - Shared services and facilities	2,533,299.00		
<b>Total costs appropriated in the general fund</b>		<b>2,533,299.00</b>	2b
<b>Total costs</b>		<b>17,079,390.00</b>	2a + 2b
3. Calculation of subsidy (see instructions)			
Revenue and available funds	17,079,390.00	(part 1 col b)	
Less: Total costs	17,079,390.00	(part 2 total costs)	
Less: Prior year deficit	0.00	(To Recap Pg 2 Part II B)	
(Negative represents subsidy)	0.00		
4. Sources of funding for costs appropriated in the enterprise fund			
a. Revenue and available funds	14,546,091.00		
b. Taxation	0.00		
c. Free Cash	0.00		
d. Non-Enterprise Available Funds	0.00		
<b>Total sources of funding for costs appropriated in the enterprise fund</b>	<b>14,546,091.00</b>	<b>(Must equal total part 2a)</b>	

**Signatures**

**Accounting Officer**

I hereby certify that the actual revenues - Part 1 column (a) and the amounts appropriated - part 2( a & b ) are to the best of my knowledge correct and

NOTE : The information was Approved on 12/9/2019

**SCHEDULE A-2**  
**ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2020**

**Signatures**

complete.

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 12/2/2019 4:29 PM

**Documents**

Documents have been uploaded.

NOTE : The information was Approved on 12/9/2019



**SCHEDULE A-2**  
**ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2020**

Enterprise fund number: A-2(2ND)  
Type of enterprise fund: Golf Course  
Name of enterprise fund/statutory reference: CH 44

	(a) FY 2019	(b) FY 2020	
1. Enterprise revenues and available funds	Actual Revenues	Estimated Revenues	
a. User charges	646,915.17	703,828.00	*
Other departmental revenue	56,834.26	51,930.00	
Investment income	0.00	0.00	
Total revenues	<b>703,749.43</b>	<b>755,758.00</b>	
Retained earnings appropriated from July 1, 2018 Certification	0.00	64,000.00	**
Retained earnings appropriated from July 1, 2019 Certification		5,000.00	**
Other enterprise available funds		0.00	
Total revenues and available funds	<b>703,749.43</b>	<b>824,758.00</b>	(To Recap Pg 2, Part III B, line 3)
* Written documentation should be uploaded to support increases of estimated vs actual revenues			
** Retained earnings must be certified by the Director of Accounts prior to appropriation			
2. Total costs appropriated			
a. Costs appropriated in the enterprise fund			
Salaries, wages and expenses	943,828.00		
Capital Outlay	0.00		
Other - Articles	69,000.00		
Total costs appropriated in the enterprise fund		<b>1,012,828.00</b>	2a
b. Indirect costs appropriated in the general fund			
Health Insurance	0.00		
Pension	0.00		
Debt	0.00		
Other - Shared services and facilities	51,930.00		
Total costs appropriated in the general fund		<b>51,930.00</b>	2b
Total costs		<b>1,064,758.00</b>	2a + 2b
3. Calculation of subsidy (see instructions)			
Revenue and available funds	<b>824,758.00</b>	(part 1 col b)	
Less: Total costs	<b>1,064,758.00</b>	(part 2 total costs)	
Less: Prior year deficit	0.00	(To Recap Pg 2 Part II B)	
(Negative represents subsidy)	<b>-240,000.00</b>		
4. Sources of funding for costs appropriated in the enterprise fund			
a. Revenue and available funds	772,828.00		
b. Taxation	240,000.00		
c. Free Cash	0.00		
d. Non-Enterprise Available Funds	0.00		
Total sources of funding for costs appropriated in the enterprise fund	<b>1,012,828.00</b>	(Must equal total part 2a)	

**Signatures**

**Accounting Officer**

I hereby certify that the actual revenues - Part 1 column (a) and the amounts appropriated - part 2( a & b ) are to the best of my knowledge correct and

NOTE : The information was Approved on 12/9/2019

**SCHEDULE A-2**  
**ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2020**

**Signatures**

complete.

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 12/2/2019 4:33 PM

**Documents**

Documents have been uploaded.

NOTE : The information was Approved on 12/9/2019

**Schedule B-1**  
**Free Cash Certification and Appropriation - Fiscal Year 2020**

**Part I**

		Date Certified
1. 7/1/2018 Free Cash Certification	6,576,906.00	10/10/2018
ADD:		
2. Free Cash Update Part I	0.00	
<b>TOTAL</b>	<b>6,576,906.00</b>	
Subtract Free Cash Appropriated From This Certification		
3. FY 2019 Recap	3,988,345.50	
4. FY 2020 Recap (check to Recap page 4, column c)	1,850,000.00	
5. FY 2020 Recap appropriated on or before June 30th to reduce the tax rate	0.00	To Recap pg 2 Part III d 1a
Balance of Unappropriated Free Cash Part I:	<b>738,560.50</b>	

**Part II**

		Date Certified
1. 7/1/2019 Free Cash Certification	6,101,910.00	10/10/2019
ADD:		
2. Free Cash Update Part II	0.00	
<b>TOTAL:</b>	<b>6,101,910.00</b>	
Subtract Free Cash Appropriated From This Certification		
3. FY 2020 Recap (check to Recap page 4, column c)	3,341,574.00	
4. FY 2020 Recap appropriated on or after July 1st to reduce the tax rate	0.00	To Recap pg 2 Part III d 1b
Balance of Unappropriated Free Cash Part II:	<b>2,760,336.00</b>	

**Signatures**

Accounting Officer

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 11/26/2019 1:30 PM

**Documents**

No documents have been uploaded.

NOTE : The information was Approved on 12/9/2019



**Schedule B-2**  
**SOURCES AND USES OF OTHER AVAILABLE FUNDS - Fiscal Year 2020**

Date of Appropriation	Source of Fund	Use of Fund	Col. A Amount in Fund When Approp. was Made	Col. B. Amount of Appropriation
04/01/2019	SELECTMEN EXPENSES	VARIOUS BUDGETS	1,601,137.43	778,643.00
04/01/2019	PARKING METER	FY 20 BUDGET	406,198.00	80,000.00
04/01/2019	OVERLAY SURPLUS	FY 20 BUDGET	500,000.00	500,000.00
04/01/2019	PREMIUM ON BONDS	FY 20 BUDGET	601,871.00	88,142.00
04/01/2019	SBAB	FY 20 BUDGET	605,101.00	123,167.00
04/01/2019	CAPITAL STABILIZATION	CAPITAL EQUIPMENTS	7,597,038.00	1,129,200.00
04/01/2019	CAPITAL STABILIZATION	CAPITALIMPROVEMENTS	7,597,038.00	1,708,000.00
04/01/2019	TNC FUNDS	ROADWORK	15,229.00	15,000.00
11/01/2019	CAPITAL STABILIZATION	CAPITAL EQUIPMENTS	4,775,032.00	584,800.00
11/01/2019	CAPITAL STABILIZATION	CAPITAL IMPORVEMENTS	4,775,032.00	692,500.00
11/01/2019	I&I STABILIZATION	SEWER I & i WORKD	887,110.00	150,000.00
11/01/2019	PEG FUND	PEG ACCESS	440,407.69	440,407.69
11/01/2019	Union contracts	Selecetmen's expenses	1,570,346.00	402,767.00
<b>Total</b>				<b>6,692,626.69</b>

*(Must equal Recap page 4 column d)*

Column (A) must be greater than or equal to the amount of the appropriation in Column (B) at the time of the appropriation unless otherwise specified by general or special law.

**Signatures**

**Accounting Officer**

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 12/2/2019 4:34 PM

**Documents**

No documents have been uploaded.

NOTE : The information was Approved on 12/9/2019

**Massachusetts Department of Revenue Division of Local Services**  
**BUREAU OF ACCOUNTS - AUTOMATED TREASURER'S YEAR-END CASH REPORT**

**NATICK**

(City, Town, County, District)

, for the Year Ending Jun 30, **2019**

**PART I: A. Cash and checks in office**

**\$2,000**

**B. Non - Interest Bearing Checking Accounts**

Collat eral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	CITIZENS BANK	GOVT EFT PYMT	N/A	16,233.60	
			N/A		
			N/A		
			N/A		
			N/A		
			N/A		\$16,233.60

**C. Interest Bearing Checking Accounts**

Collat eral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	CITIZENS BANK	VARIOUS	2.35%	5,314,898.50	
Y	CITIZENS BANK	VARIOUS	1.00%	4,425,362.54	
Y	CITIZENS BANK	VARIOUS	0.01%	1,339,484.09	
N	PEOPLE'S UNITED SAVINGS BANK	GENERAL FUNDS	2.57%	21,630,378.61	
N	CENTURY BANK	GENERAL FUNDS	0.66%	2,218,907.17	
N	EASTERN BANK	GENERAL FUNDS	0.75%	18,371,508.76	
N	EASTERN BANK	GENERAL FUNDS	0.40%	215,865.67	
N	HARBOR	GENERAL FUNDS	2.10%	3,671,114.95	
N	MIDDLESEX SAVINGS	GENERAL FUNDS	0.75%	373,113.53	
	MW CREDIT UNION	COUNCIL ON AGING	0.00%	5.95	
	MW CREDIT UNION	POLICE	0.00%	10.00	
Y	SANTANDER	GENERAL FUNDS	2.02%	8,798,811.36	
Y	TD BANK	GENERAL FUNDS	1.41%	567,834.12	
N	UNIBANK	GENERAL FUNDS	0.99%	1,120,044.39	
Y	CITIZENS BANK	STUDENT ACTIVITY	0.01%	1,274,600.63	
Y	NEEDHAM BANK	GENERAL FUNDS	2.48%	1,012,997.87	
					\$70,334,938.14

**D. Liquid Investments**

Collat eral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
					\$0.00

Note: Attach additional sheets if needed.

E. Term Investments

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	PEOPLE'S UNITED	GENERAL FUND	2.42%	3,657,000.00	
Y	PEOPLE'S UNITED	GENERAL FUND	2.47%	3,401,000.00	
Y	PEOPLE'S UNITED	GENERAL FUND	2.52%	3,583,000.00	
Y	PEOPLE'S UNITED	GENERAL FUND	2.57%	11,722,000.00	
Y	PEOPLE'S UNITED	GENERAL FUND	2.72%	3,175,000.00	
Y	PEOPLE'S UNITED	GENERAL FUND	2.86%	1,000,000.00	
Y	CENTURY BANK	GENERAL FUND	2.37%/2.40%	3,657,000.00	
Y	CENTURY BANK	GENERAL FUND	2.47%/2.50%	3,401,000.00	
Y	CENTURY BANK	GENERAL FUND	2.62%/2.65%	3,583,000.00	
Y	CENTURY BANK	GENERAL FUND	2.67%/2.70%	11,722,000.00	
Y	CENTURY BANK	GENERAL FUND	2.96%/3.00%	3,175,000.00	
Y	CENTURY BANK	GENERAL FUND	3.11%/3.15%	1,000,000.00	
Y	NEEDHAM BANK	GENERAL FUND	2.078%/2.10%	3,401,000.00	
Y	NEEDHAM BANK	GENERAL FUND	2.25%/2.28%	3,583,000.00	
Y	NEEDHAM BANK	GENERAL FUND	2.372%/2.40%	11,722,000.00	
Y	NEEDHAM BANK	GENERAL FUND	2.518%/2.55%	3,175,000.00	
Y	NEEDHAM BANK	GENERAL FUND	2.567%/2.60%	1,000,000.00	
				Sub - Total	\$75,957,000.00
	U.S. Treasury Bills				
	Repurchase Agreements				
	Other				
				Sub - Total	\$0.00
				Sec. E Total	\$75,957,000.00

F. Trust Funds

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	PEOPLE'S UNITED	STABILIZATION TRUST	2.03%	8,559,411.81	
N	EASTERN BANK	CAPITL PLANNING	0.75%	309,487.74	
N	EASTERN BANK	DISABILITY TRUST AID TO ELDERLY	0.75%	29,359.10	
N	MIDDLESEX SAVINGS	TRUST CONSERVATION	0.60%	17,977.68	
N	MIDDLESEX SAVINGS	TRUST	0.75%	53,014.97	
N	BARTHOLOMEW	POOLED TRUST	2.38%	6,591,316.96	
N	BARTHOLOMEW	OPEB TRUST FAR BONUS	MARKET	3,506,505.83	
N	BARTHOLOMEW	STABILIZATION TRUST	1.64%	2,629,188.40	
N	BARTHOLOMEW	GENERAL FUNDS	MARKET	2,676,198.12	
N	MMDT	MWRA SEWER	2.65%	2,210,378.82	



Y	TD BANK	CONSERVATION TRUST	1.41%	156,362.92	
N	T. ROWE	MCDANIELS TRUST	MARKET	164,641.92	
					\$26,903,844.27
					LESS IN TRANSITS (\$626,996.42)

Part I Total: All Cash and Investments

\$ 172,587,019.59

Note: Attach additional sheets if needed.

How much of the "Total Cash and Investments" was non-investible?

Due to a compensating balance agreement  
(not applicable to counties)

Due to grant restrictions (list by grant and include agency)

Due to other reasons (list and explain)

Treasurer's Bond

Insurance Company

Expiration Date

I hereby certify that the bank statements have been reconciled through the date of this report, that the cash on hand and other items were verified by actual count, and that I have transmitted this form to the Accounting Officer for certification of Part II.

09-27-19

Date

*Debbi Jo Sherman*  
Treasurer

Note: Attach additional sheets if needed.

## PART II.

I hereby certify that the foregoing schedule, setting forth the total cash in the custody of the Treasurer, is in agreement with the general ledger controls in my department.

Date

Accounting Officer

If the Accounting Officer does not sign PART II of this report, it will be considered as a non-reconciliation of the Treasurer's cash; therefore PART III must be completed.

Submit completed Report using the DLS Gateway system.

If a problem occurs with access or submission to Gateway, please contact your BOA field representative.

**PART III.**

Please Check Appropriate Box

1. Efforts are being made to reconcile differences as set forth below.

For the period ending \_\_\_\_\_

\$ cash balance per Treasurer: \_\_\_\_\_

\$ cash balance per Ledger: \_\_\_\_\_

2. Other reasons or extenuating circumstances for delinquency in filing this report as set forth below.

EXPLANATION: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Accounting Officer

Submit completed report using the Division of Local Services' Gateway system.  
Any questions, please contact your BOA Field Representative.

**Massachusetts Department of Revenue, Division of Local Services**  
**Bureau of Accounts ~ Automated Statement of Indebtedness**

City/Town/District of : NATICK

**FY2019**

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2018	+ New Debt Issued	- Retirements	= Outstanding June 30, 2019	Interest Paid in FY2019
Buildings	8,318,300.00	15,560,000.00	898,300.00	22,980,000.00	288,632.26
Departmental Equipment	6,116,500.00	1,545,000.00	1,515,300.00	6,146,200.00	234,724.00
School Buildings	5,888,333.00		1,050,555.00	4,837,778.00	213,197.22
School - All Other	4,183,967.00		388,412.00	3,795,555.00	142,187.94
Sewer	6,598,155.00		837,765.00	5,760,390.00	212,484.26
Solid Waste				0.00	
Other Inside	10,961,000.00	8,428,000.00	1,035,000.00	18,354,000.00	392,538.76

SUB - TOTAL Inside	\$42,066,255.00	\$25,533,000.00	\$5,725,332.00	\$61,873,923.00	\$1,483,764.44
--------------------	-----------------	-----------------	----------------	-----------------	----------------

Long Term Debt Outside the Debt Limit	Outstanding July 1, 2018	+ New Debt Issued	- Retirements	= Outstanding June 30, 2019	Interest Paid in FY2019
Airport				0.00	
Gas/Electric Utility				0.00	
Hospital				0.00	
School Buildings	28,388,500.00	60,192,000.00	2,233,033.00	86,347,467.00	999,125.58
Sewer	130,000.00	0.00	15,000.00	115,000.00	5,256.26
Solid Waste	253,000.00		127,000.00	126,000.00	7,580.00
Water	7,441,908.00	1,160,000.00	957,408.00	7,644,500.00	239,058.92
Other Outside	628,442.00		150,199.00	478,243.00	21,996.10

SUB - TOTAL Outside	\$36,841,850.00	\$61,352,000.00	\$3,482,640.00	\$94,711,210.00	\$1,273,016.86
---------------------	-----------------	-----------------	----------------	-----------------	----------------

TOTAL Long Term Debt	\$78,908,105.00	\$86,885,000.00	\$9,207,972.00	\$156,585,133.00	\$2,756,781.30
----------------------	-----------------	-----------------	----------------	------------------	----------------

I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: \_\_\_\_\_

Date: \_\_\_\_\_

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: \_\_\_\_\_

Date: \_\_\_\_\_

*Please complete all sections of this report and upload in Gateway no later than September 30, 2019.*



RANs - Revenue Anticipation				0.00	
BANs - Bond Anticipation:					
Buildings				0.00	
School Buildings	0.00			0.00	
Sewer	2,975,000.00		2,975,000.00	0.00	42,962.97
Water	292,000.00	520,000.00	292,000.00	520,000.00	4,216.87
Other BANs	4,180,000.00	4,135,000.00	4,180,000.00	4,135,000.00	54,047.98
SANs - State Grant Anticipation				0.00	
FANs - Federal Gr. Anticipation				0.00	
Other Short Term Debt				0.00	

GRAND TOTAL All Debt	\$86,355,105.00	\$91,540,000.00	\$16,654,972.00	\$161,240,133.00	\$2,858,009.12
----------------------	-----------------	-----------------	-----------------	------------------	----------------

SUB - TOTAL from additional sheet(s)	\$0.00
--------------------------------------	--------

*Please Complete Additional Sections if Needed*

[illegible]

***BUREAU OF ACCOUNTS, STATEMENT OF INDEBTEDNESS DETAIL***

<b>Long Term Debt</b>					
<b>Inside the Debt Limit Report by Issuance</b>	<b>Outstanding July 1, 2018</b>	<b>+ New Debt Issued</b>	<b>- Retirements</b>	<b>= Outstanding June 30, 2019</b>	<b>Interest Paid in FY2019</b>
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
TOTAL	0.00	0.00	0.00	0.00	0.00

Must equal  
page 1 subtotal

## Problem

Long Term Debt Outside the Debt Limit Report by Issuance	Outstanding July 1, 2018	+ New Debt Issued	- Retirements	= Outstanding June 30, 2019	Interest Paid in FY2019
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
				0.00	
TOTAL	0.00	0.00	0.00	0.00	0.00

Must equal  
page 1 subtotal

## Problem



Short Term Debt Report by Issuance	Outstanding July 1, 2018	+ Issued	- Retired	= Outstanding June 30, 2019	Interest Paid in FY2019
				0.00	
				0.00	
6/29/2018 KMS school Design	2,975,000.00		2,975,000.00	0.00	27,040.98
04/1/2018 Acquisiotin of CSX	2,960,000.00		2,960,000.00	0.00	27,007.00
06/29/2018 Replace SCBA Equip	350,000.00		350,000.00	0.00	42,962.97
06/29/2018 SCADA Equipment	125,000.00		125,000.00	0.00	see SCBA line
06/29/18 Equip-Chlorine Gas Scr	320,000.00		320,000.00	0.00	4,216.87
06/29/18 Roadway and Sidewalk	350,000.00		350,000.00	0.00	see SCBA line
06/29/18 Washington ave	75,000.00		75,000.00	0.00	see SCBA line
06/29/18 Fox Hill DR. Water Mai	67,000.00		67,000.00	0.00	see SCBA line
06/29/18 Ground water well	150,000.00		150,000.00	0.00	see SCBA line
06/29/18 East Central Water M	75,000.00		75,000.00	0.00	see SCBA line
06/28/2019 Navy Yard		1,600,000.00		1,600,000.00	
06/28/2019 East Park		2,535,000.00		2,535,000.00	
06/28/2019 Tonka Pressure filter		520,000.00		520,000.00	
				0.00	
TOTAL	7,447,000.00	4,655,000.00	7,447,000.00	4,655,000.00	101,227.82
				Must equal page 2 Total	

**TOWN OF NATICK**  
**Statement of Free Cash Usage**  
**Fiscal Year 2019**

**Certified Free Cash as of July 1, 2018** **6,576,906.00**

**Uses:**

**Fall Town Meeting**

Article 2	Transfer to Stabilization	250,000.00
Article 3	Transfer to Operational Stabilization	500,000.00
Article 4	Transfer to Capital Stabilization	2,400,000.00
Article 5	Transfer to OPEB	441,723.00
Article 6	Tr. McDenial Family	36,622.50
Article 16	Land Aqu	1,000.00
Article 20	School Department Legal	350,000.00
Article 26	Sawin House	5,000.00
Article 31	Easement Mechanic st	4,000.00

**Spring 2018 Town Meeting**

Article 7f	FY 19 Budget	50,000.00
Article 7g	Budget Reserve	1,800,000.00

---

**Total Uses:** **5,838,345.50**

---

**Closed to Fund Balance June 30, 2019** **738,560.50**

---

## TOWN OF NATICK, MASSACHUSETTS

Combined Balance Sheet  
All Fund Types and Account Group  
06/30/19

(These figures are unaudited)

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types	GLTDAG	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise Fund	Trust and Agency			
<b>ASSETS</b>								
Cash and cash equivalents	\$ 40,114,607	\$ 10,754,232	\$ 94,201,947	\$ 2,784,618	\$ 24,458,087	\$	\$	172,313,491
Petty Cash	3,219	-	-	200	-	-	-	3,419
Receivables:								
Real Estate Taxes	1143,956	-	-	-	-	-	-	1143,956
Personal Property Taxes	234,915	-	-	-	-	-	-	234,915
Tax liens and deferred property tax receivables	2,865,331	-	-	237,706	-	-	-	3,103,037
Excises - Motor Vehicle & Boat Combined	720,699	-	-	-	-	-	-	720,699
Trash Fees-Pay as You Throw & Fees/Liens	58,563	-	-	-	-	-	-	58,563
Departmental-Ambulance & Veterans	243,669	-	-	121,084	-	-	-	364,753
Other receivables - See Schedule of O/S Receivables	42,981	55,418	-	1,603,143	-	-	-	98,399
Utility Receivable	-	-	-	937,095	-	-	-	1,603,143
Unapportioned Betterment	-	-	-	-	-	-	-	937,095
Other assets	-	-	-	-	-	-	156,585,132	156,585,132
<b>Total Assets</b>	<b>\$ 45,427,940</b>	<b>\$ 10,809,650</b>	<b>\$ 94,201,947</b>	<b>\$ 5,683,846</b>	<b>\$ 24,458,087</b>	<b>\$</b>	<b>\$ 156,585,132</b>	<b>\$ 337,166,601</b>
<b>LIABILITIES AND FUND EQUITY</b>								
Liabilities:								
Warrants and accounts payable	\$ 14,085,783	\$	\$	\$	\$	\$	\$	14,085,783
Accrued Payroll	38,314	-	-	-	-	-	-	38,314
Deferred revenue	(262,275)	55,418	-	2,899,028	-	-	-	2,692,171
Overlay	5,572,389	-	-	-	-	-	-	5,572,389
Anticipation notes payable	-	-	4,655,000	-	-	-	-	4,655,000
General obligation bonds payable	-	-	-	-	-	-	156,585,132	156,585,132
Advanced Deposits	-	-	-	-	-	-	-	-
Other liabilities	369,093	-	-	-	-	-	-	369,093
<b>Total Liabilities</b>	<b>19,803,304</b>	<b>55,418</b>	<b>4,655,000</b>	<b>2,899,028</b>	<b>-</b>	<b>-</b>	<b>\$ 156,585,132</b>	<b>183,997,882</b>
Fund Balances:								
Reserved for encumbrances	6,078,904	-	-	516,742	-	-	-	6,595,646
Reserved for encumbrances	2,350,000	-	-	-	-	-	-	2,350,000
Reserved for petty cash	3,219	-	-	200	-	-	-	3,419
Reserved for appropriation deficit	(525,565)	-	-	-	-	-	-	(525,565)
Reserved for prepaid receivables	-	-	-	-	-	-	-	-
Reserve for Continued Appropriations	5,356,018	-	-	1,120,346	-	-	-	6,476,364
Reserved for Debt Service	-	-	-	-	-	-	-	-
Nonexpendable trusts	-	-	-	-	24,458,087	-	-	24,458,087
Unreserved/undesignated	12,362,060	10,754,232	89,546,947	1,147,529	-	-	-	113,810,768
Retained earnings	-	-	-	-	-	-	-	-
<b>Total Fund Equity</b>	<b>25,624,636</b>	<b>10,754,232</b>	<b>89,546,947</b>	<b>2,784,818</b>	<b>24,458,087</b>	<b>-</b>	<b>-</b>	<b>153,168,720</b>
<b>Total Liabilities and Fund Equity</b>	<b>\$ 45,427,940</b>	<b>\$ 10,809,650</b>	<b>\$ 94,201,947</b>	<b>\$ 5,683,846</b>	<b>\$ 24,458,087</b>	<b>\$</b>	<b>\$ 156,585,132</b>	<b>\$ 337,166,601</b>



**Town of Natick  
Balance Sheet  
As of June 30, 2019  
General Fund 0001 and 0002**

**Assets**

**Cash:**

Unrestricted Savings - Operating	40,114,607.20	40,114,607
Petty Cash Advances:		
Collector	1,200.00	
Public Works Administration	125.00	
Town Clerk	200.00	
Police Department	100.00	
Recreation #1	100.00	
Recreation #2	100.00	
Community Development	150.00	
Board of Health	35.00	
Council on Aging	80.00	
Fire Department	25.00	
Selectmen	200.00	
School Dept	904.00	
Total Cash	<hr/>	<hr/> 3,219

**Accounts Receivable:**

Real Estate Taxes:

Prior years	(24,318.30)	
'REAL ESTATE TAX 2008	(38,995.33)	
'REAL ESTATE TAX 2009	5,144.95	
'REAL ESTATE TAX 2010	(13,243.41)	
'REAL ESTATE TAX 2011	5,651.93	
'REAL ESTATE TAX 2012	(32,309.29)	
'REAL ESTATE TAX 2013	(15,247.76)	
'REAL ESTATE TAX 2014	(55,454.76)	
'REAL ESTATE TAX 2015	3,003.40	
'REAL ESTATE TAX 2016	(1,119.86)	
'REAL ESTATE TAX 2017	(9,756.25)	
REAL ESTATE TAX 2018	(12,691.96)	
REAL ESTATE TAX 2019	1,176,717.23	
SUPPLEMENT TAXES	156,575.38	
	-	
		1,143,956

Personal Property Taxes:

Personal Property Prior years	56,067.33	
'PERSONAL PROPERTY TAX 2008	10,578.70	
'PERSONAL PROPERTY TAX 2009	13,265.55	
'PERSONAL PROPERTY TAX 2010	11,305.13	
'PERSONAL PROPERTY TAX 2011	10,461.29	
'PERSONAL PROPERTY TAX 2012	15,808.30	
'PERSONAL PROPERTY TAX 2013	13,273.71	
'PERSONAL PROPERTY TAX 2014	9,826.06	
'PERSONAL PROPERTY TAX 2015	13,806.79	
'PERSONAL PROPERTY TAX 2016	12,642.80	
'PERSONAL PROPERTY TAX 2017	15,093.70	
'PERSONAL PROPERTY TAX 2018	33,742.69	
PERSONAL PROPERTY TAX 2019	19,042.96	
	<hr/>	
	-	
	<hr/>	234,915

Tax Liens & Deferrals:

Tax Liens Receivable	2,094,280.60	
Tax Foreclosure	307,556.10	
Tax Per Chapter 41A Receivable	463,494.59	
	<hr/>	2,865,331

Excise Taxes:

PRIOR YEARS	83,474.95	
'MOTOR VEHICLE EXCISE 2008	21,416.55	
'MOTOR VEHICLE EXCISE 2009	15,566.32	
'MOTOR VEHICLE EXCISE 2010	18,203.32	
'MOTOR VEHICLE EXCISE 2011	17,163.93	
'MOTOR VEHICLE EXCISE 2012	18,198.72	
'MOTOR VEHICLE EXCISE 2013	16,134.27	
'MOTOR VEHICLE EXCISE 2014	15,168.92	
'MOTOR VEHICLE EXCISE 2015	22,294.59	
'MOTOR VEHICLE EXCISE 2016	19,158.53	
'MOTOR VEHICLE EXCISE 2017	36,481.05	
MOTOR VEHICLE EXCISE 2018	86,602.33	
MOTOR VEHICLE EXCISE 2019	348,418.39	
MOTOR VEHICLE EXCISE 2020	-	718,282

Boat Excise 2010	258.00	
Boat Excise 2011	50.00	-
Boat Excise 2012	178.00	
Boat Excise 2013	233.03	
Boat Excise 2014	196.11	
Boat Excise 2015	231.01	
Boat Excise 2016	150.00	
Boat Excise 2017	366.00	
Boat Excise 2018	213.00	
Boat Excise 2019	542.00	
Boat Excise 2020	-	2,417

Trash Fees:

PAYT Program (Pay as you Throw)	58,562.50	58,563
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Department Receivables:

Ambulance Services	243,668.69	243,669
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Other Receivables:

Parking Fines	29,745.00	
Betterments Added to Tax	2,428.46	
Un-Appportioned Assessments	10,807.53	
	-	42,981

**Total Assets**45,427,940Liabilities

Warrants Payable - Operating	14,085,783.08	
Accrued Payroll	38,313.72	14,124,097

Deferred Revenue:

'DEFERRED REVENUE PROPERTY TAX	(4,193,517.80)	
'DEFERRED REVENUE - AMBULANCE	243,668.69	
'DEFERRED REVENUE TAX LIENS	2,094,280.60	
'DEFERRED REV TAX FORECLOSURE	307,556.10	
'DEFERRED REVENUE PAYT PROGRAM	58,562.50	
'DEFERRED REVENUE PARKING FINES	29,745.00	
'DEFERRED REVENUE BETTERMENTS	13,235.99	
'DEFERRED REVENUE MGL CHAP 41A	463,494.59	
'DEFERRED REVENUE MOTOR VEHICLE	718,281.85	
'DEFERRED REVENUE BOAT EXCISE	2,417.19	
'DEFERRED REVENUE VETERANS DEPT	-	(262,275)

Allowance for Abatement/Exemptions:

RESERVE ALL YEAR COMBINED	5,572,388.78	
Prior Years	-	5,572,389
<hr/>		
<u>Employee Withholdings &amp; Other</u>		
Other Liabilities:	-	
ER Share of Health	(1,052,749.03)	
FEDERAL WITHHOLDING	1,187.01	
STATE WITHHOLDING	93.48	
FICA/MEDICARE	(144.82)	
'COLONIAL LIFE INSURANCE	-	
'ITT HARTFORD BASIC LIFE	2,197.02	
'ITT HARTFORD OPTIONAL LIFE	(1,289.03)	
'ITT HARTFORD VOLUNTARY LIFE	4,230.21	
'DEFERRED COMPENSATION PLANS	-	
'MEDEX	107,595.02	
'TUFTS HEALTH	167,316.36	
'NETWORK BLUE	(29,450.66)	
'PILGRIM HEALTH	390,520.53	
'DELTA DENTAL	(51,567.78)	
'JEFFERSON PILOT DISABILITY INS	5,302.51	
'FLEXIBLE SPENDING SENTINIAL	-	
LINCOLN INVESTMENT	-	
FIREFIGHTER RELIEF ASSOC	-	
'MASS TEACHERS' RETIREMENT W/H	361,688.19	
'FALLON GROUP	145,275.17	
UNDISTRIBUTED RECEIPT	-	
Tailings Payroll	75,990.01	
Tailings Vendor (1)	233,796.01	
Tailings Vendor (4)	9,103.30	369,093
<b>Total Liabilities</b>		<hr/> 19,803,304 <hr/>

#### **Fund Balances**

<u>Fund Balances:</u>		
Fund Balance Res Encumbrances	974,286.76	
Fund Bal Res Expenditures	-	
Fund Bal Res Next year's levy	2,350,000.00	
Res for Encumbrances -0002	5,104,616.80	
Res for Petty cash	3,219.00	
Fund Bal Res for Snow & Ice Deficit	(525,565.00)	
Fund Bal Res continued Appr.	5,356,018.13	
Undesignated Fund Balance	12,362,060.06	
	-	
		25,624,636
<b>Total Liabilities and Fund Equity</b>		<hr/> 25,624,636 <hr/>
		<hr/> 45,427,940 <hr/>



CITY/TOWN OF NATICK, MASSACHUSETTS  
Special Revenue Fund Balance Detail  
as of June 30, 2019  
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2019	Receipts thru 9/30/2019	BAN's	Remaining Balance 6/30/2019
0012	SCHOOL LUNCH	690,607.24			690,607.24
0101	EASEP PROGRAM ALL	38,417.49			38,417.49
0102	ATHLETIC FUND	11,684.45			11,684.45
0103	BUS TRANSPORTATION	211,144.13			211,144.13
0105	SUMMER SCHOOL	147,989.68			147,989.68
0106	TEXT BOOKS HIGH SCHOOL	19,166.88			19,166.88
0107	RENTAL FACILITIES	14,391.92	-		14,391.92
0108	SCHOOL VANDALISM	4,312.06			4,312.06
0109	SPECIAL EDUCATION-FOREIGN STUDENT	102,344.21			102,344.21
0110	MEDICAID SCHOOL SHARE	(31,393.59)			(31,393.59)
0111	AFTER SCHOOL PROGRAM	586,299.50			586,299.50
0113	SUMMER REMEDIAL	2,571.94			2,571.94
0114	NHS TESTING	19,419.72			19,419.72
0115	CIRCUIT BREAKER	1,302,248.45			1,302,248.45
0116	GUIDANCE/TRANSCRIPT	11,403.57			11,403.57
0117	INSTRUCTIONAL	192.59			192.59
0118	EARLY CHILDHOOD EXTENDED	16,285.56			16,285.56
0119	PRESCHOOL TUITION	28,279.15	-		28,279.15
0120	NORTH STAR TUITION	77,698.71			77,698.71
0121	PHOTOCOPY RECEIPTS	130.61			130.61
0122	WALL OF ACHEIVEMENT	4,373.66			4,373.66
0123	INSTRUMENTAL MUSIC	73,293.37			73,293.37
0124	MINI UNIVERSITY	10,091.56			10,091.56
0126	TEXT BOOKS WILSON MIDDLE	54.95			54.95
0128	TEXT BOOKS LILJA	100.33			100.33
0132	ATHLETIC TRANSPORTATION	252.11			252.11
0133	SCHOOL PROGRAMS	264,298.27			264,298.27
0134	SCHOOL CHOICE REVOLVING	685,945.58			685,945.58
0135	PARENT ADVISORY COUNCIL	3,935.80			3,935.80
0136	TEXTILE RECYCLING	15,612.31			15,612.31
0137	TEAM FUNDED ATHLETICS	17,655.45			17,655.45
0138	HS LAPTOP PROGRAM	3,857.67			3,857.67
0139	NATICK BOKS	38,550.03			38,550.03
0602	NATICK PUBLIC SCHOOLS	1,458.50			1,458.50
0603	BEN-HEM SCHOOL	25,029.69			25,029.69
0604	BROWN SCHOOL	4,266.26			4,266.26
0605	JOHNSON SCHOOL	1,649.41			1,649.41
0606	LILJA SCHOOL	14,277.47			14,277.47
0607	MEMORIAL SCHOOL	8,805.83			8,805.83
0608	KENNEDY MIDDLE SCHOOL	15,343.06			15,343.06
0609	WILSON MIDDLE SCHOOL	19,222.60			19,222.60
0610	HIGH SCHOOL	44,200.13			44,200.13
0611	BUSINESS PROFESSIONALS AMERICA	55.47			55.47
0620	MWHCF HEALTH/FITNESS 19-02	2,885.34			2,885.34
0623	NEF TECHNOLOGY	2,147.67			2,147.67
0625	ANTI BULLYING MIDDLE SCHOOL	2,055.92			2,055.92
0626	VERIZON PEG GRANT	139,793.58			139,793.58
0629	METROWEST HEALTH PEER LEARNING	1,385.98			1,385.98
0631	UNDERAGE DRINKING PREVENTION	1,386.77			1,386.77
0632	WSHG HEALTH & FITNESS	4,695.70			4,695.70
0634	KMS MATH TEAM MATHWORKS	1,498.98			1,498.98
0638	PRESCHOOL	675.27			675.27
0639	MWHF ASSESSMENT OF MENTAL HEALTH	4,636.33			4,636.33
0640	MHF-EARLY RISER SKILLS	(2,196.33)			(2,196.33)
0642	NEF AWARDS 14/15	2,348.19			2,348.19
0645	FAMILY & FRIENDS OF METCO	13,670.48			13,670.48
0646	NEF AWRADS 15/16	1,009.32			1,009.32
0647	MWHF EARLY RISERS FOR SUCCESS	(17,701.13)			(17,701.13)
0648	NEF AWARDS 16/17	13,355.25			13,355.25
0649	MWHP DIVERSITY & SUPPORT	10,000.00			10,000.00
0650	INTIGRATED SUMMER PROGRAMS	22,872.03			22,872.03
0651	EVERSOURCE DOANTION	6,970.00			6,970.00
<b>TOTAL SCHOOL OTHER SPECIAL REVENUE</b>		<b>4,717,013.13</b>	<b>-</b>	<b>0.00</b>	<b>4,717,013.13</b>

CITY/TOWN OF NATICK, MASSACHUSETTS  
Special Revenue Fund Balance Detail  
as of June 30, 2019  
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2019	Receipts thru 9/30/2019	BAN's	Remaining Balance 6/30/2019
1004	METCO	(64,477.86)			(64,477.86)
1006	ESSENTIAL HEALTH 2011	(3,209.62)			(3,209.62)
1011	HOMELESS STUDENT TRANSPORTATION	3,956.84			3,956.84
<b>TOTAL SCHOOL STATE GRANTS</b>		<b>(63,730.64)</b>	<b>-</b>	<b>0</b>	<b>(63,730.64)</b>
1501	SPED 94-142	(185,961.66)			(185,961.66)
1505	SPED E.C.	(3,571.18)			(3,571.18)
1507	TITLE I	(92,077.78)	-		(92,077.78)
1508	TEACHER QUALITY	(52,543.24)			(52,543.24)
1509	TITLE IV PART A	(19,117.00)	-		(19,117.00)
1513	TOGETHER 2 SUBSTANCE ABUSE PREVTV	(2,196.92)			(2,196.92)
1517	TITLE III GRANT	(8,366.07)	-		(8,366.07)
1518	SPED PRESCHOOL FY13	0.11			0.11
1801	BEST OF KIDS IN SCHOOL	-			-
<b>TOTAL SCHOOL FEDERAL GRANTS</b>		<b>(363,833.74)</b>	<b>-</b>	<b>0</b>	<b>(363,833.74)</b>
2001	WEIGHTS AND MEASURES	30,521.52			30,521.52
2002	CHPTR 44 53E SURPLUS EQUIP	481,089.70			481,089.70
2005	CHPTR 44 53E LIBRARY MTRL	1,672.50			1,672.50
2006	CH 44 53E MORSE EQUIP/MAIN	2,666.79			2,666.79
2007	COA RENTAL	79,747.76			79,747.76
2008	CHPTR 44 53E BOH IMMUNIZATION	50,215.56			50,215.56
2009	CH 44 53E COMM SENIOR CTR PROGRAMS	144,782.09			144,782.09
2010	CH 44 53E TOBACCO CONTROL	42,142.34			42,142.34
2011	CH 44 53E PAY FOR PERFORMANCE	5,023.19			5,023.19
2012	CH 44 53E TAX TITLE REVOLVING	76,527.74			76,527.74
2013	CH 4453E CURBSIDE COMPOSTING	11,192.47			11,192.47
<b>TOTAL APPROPRIATED REVOLVING</b>		<b>925,581.66</b>	<b>-</b>	<b>0</b>	<b>925,581.66</b>
2101	PARKING METER REVENUE	406,198.51			406,198.51
2102	WETLANDS PROTECTION	38,615.69			38,615.69
2103	RDWY MITIGATN N/MALL	17,500.00			17,500.00
2105	SBAB CP 645 SCH BLDG	605,101.39			605,101.39
2106	INSURANCE CLAIMS >20K	198,692.28			198,692.28
2109	PUBLIC SAFETY MALL MITIGATION	188,573.00			188,573.00
2110	BOND PREMIUMS RESERVED	601,871.12			601,871.12
2111	TNC Ride Surcharge	20,385.70			20,385.70
<b>TOTAL RECEIPTS RESERVED</b>		<b>2,076,937.69</b>	<b>-</b>	<b>0</b>	<b>2,076,937.69</b>
2201	RECREATION PROGRAMS	934,362.34			934,362.34
2203	INSURANCE CLAIMS < \$20K	(35,498.74)			(35,498.74)
2204	COMPOSTING PROGRAM	32,564.43			32,564.43
2205	NATICK COMMUNITY FARM	(530.53)			(530.53)
2206	CPR/AED FIRE DEPT	(888.78)			(888.78)
2207	MAIN ST SURVEY TM09	1,579.00			1,579.00
2208	>20 K INSURANCE	26,794.95			26,794.95
2301	HENRY WILSON SHOP MAINT.	5,687.83			5,687.83
2307	COUNCIL ON AGING	2,980.00			2,980.00
2308	AMBULANCE MEMORIAL	29,350.17			29,350.17
2309	BAA MARATHON				0.00
2310	YOUTH COORDINATION	1,736.00			1,736.00
2311	COMMISSION ON DISABILITY	147,768.79			147,768.79
2313	MUNICIPAL BLDG INSURANCE	1,111.79			1,111.79
2316	LAW ENFORCEMENT	4,076.51			4,076.51
2319	SHAW PARK RESTORATION	5,609.75			5,609.75
2322	POLICE- SHOP LIFTER TRAINING	3,559.01			3,559.01
2323	SUMMER PAGE PROGRAM	(758.81)			(758.81)
2324	ELDERLY DISABLED TAXATION	304.68			304.68
2325	MCHCF HEALTH GRANT	1,800.00			1,800.00
2326	PURCHASE STREET TREES	(1,863.00)			(1,863.00)
2328	NATICK CULTURAL COUNCIL	5,822.40			5,822.40
2330	BAA DOWNTOWN	1,103.30			1,103.30
2331	TENET HEALTH CARE PUBLIC SAFETY	9,791.15			9,791.15
2332	COMMUNITY COALITION WALKING PRGRM	1,781.24			1,781.24

CITY/TOWN OF NATICK, MASSACHUSETTS  
Special Revenue Fund Balance Detail  
as of June 30, 2019  
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2019	Receipts thru 9/30/2019	BAN's	Remaining Balance 6/30/2019
2333	MCHCF HEART HEALTHIER NATICK	1,120.00			1,120.00
2334	WM GORDON - CAMP ARROWHEAD	2,933.51			2,933.51
2339	ENVIRONMENTAL TEST STUDY	15,000.00			15,000.00
2341	FIRE DEPT CARBON MONOXIDE	5,000.00			5,000.00
2342	MAHB TOBACCO MINI GRANT	937.26			937.26
2345	WSHG WELLNESS PROGRAM	315.06			315.06
2346	NATICK HISTORICAL COMMISSION	1,832.68			1,832.68
2354	COMMISSION ON DISABILITY FINES	39,072.79			39,072.79
2355	MICHAEL FAMILY DONATION	16,972.43			16,972.43
2356	MUNICIPAL AFFORDABLE HOUSING	83.91			83.91
2357	CITIZENS ENERGY	361,396.58			361,396.58
2360	REPAIRS COMMUNITY WAR MEMORIAL	2,574.30			2,574.30
2365	CHC REVERSE 911	478.00			478.00
2366	IMPROVE GRISTMILL LANE	3,209.90			3,209.90
2367	IMPROVE WESTWOOD ROAD	8,401.37			8,401.37
2368	IMPROVE BUNKER LANE	2,263.10			2,263.10
2370	MBTA BUSING	860.52			860.52
2371	SPEEN ST ROADWAYS	37,883.87			37,883.87
2372	REDMAN DR PUMP STATION	19,681.69			19,681.69
2373	WEST CENTRAL ST	12,000.00			12,000.00
2374	IMPROVE GARDEN ROAD	5,705.00			5,705.00
2375	PLAN BOARD FEE (HOMART)	4,770.00			4,770.00
2376	IMPROVE DRAINAGE H/D	8,659.80			8,659.80
2377	OIL TANKS DEBT PAYMENT	5,000.00			5,000.00
2378	SEWER I/I ASHLAND	144,075.05			144,075.05
2379	LAKESHORE ROAD W. MAIN	20,229.76			20,229.76
2380	SIDEWALK PROJECTS	216,966.05			216,966.05
2381	STILLMAN ST. EXT	1,824.11			1,824.11
2382	CABLE RENEWAL SEC 7.3	3,953.45			3,953.45
2385	COMCAST CABLE FEES SECTION 7.2	261,339.35			261,339.35
2386	RCN CABLE FEES SECTION 7.1	84,124.71			84,124.71
2387	TRANSPORT PRJ/EQP	16,000.00			16,000.00
2388	IMPR DRNGE WILLOW ST	10,000.00			10,000.00
2390	FIRE EMER TRNG/EQ RQST	1,000.00			1,000.00
2392	CABLE 2005 SECTION 7.1	160,000.00			160,000.00
2393	SENIOR CENTER GIFT FUND	8,314.47			8,314.47
2396	TITLE V SEPTIC TANKS	183,599.07			183,599.07
2399	POLICE GIFT FUND	6,552.76			6,552.76
2404	COMCAST ONE TIME CABLE PAYMENT	7,000.00			7,000.00
2405	POLICE AUXILLIARY TRAINING/MORSE	4,812.00			4,812.00
2409	MWHF EXERCISE EQUIPMENT	0.20			0.20
2411	BOND DEFAULT; 33 GLEN; WATER	5,303.96			5,303.96
2412	BOND DEFAULT; WALNUT HILL	44,575.00			44,575.00
2413	CONSERVATION TRAILS MAINTENANCE	10,697.67			10,697.67
2415	MATHWORKS MITIGATION; APPLE HILL	37,747.73			37,747.73
2416	SENIOR CITIZENS BUILDING	35,798.24			35,798.24
2417	COGNEX GIFT - JAWS OF LIFE	24,402.16			24,402.16
2418	NATICK HIGH SCHOOL CPR/AED TRAINING	7,500.00			7,500.00
2420	NEXT STEP LIVING	2,714.00			2,714.00
2421	MWHF REGIONAL TOBACCO CONTROL	11,500.00			11,500.00
2423	FIRE FITNESS CENTER	6,978.73			6,978.73
2424	NATICK COMMUNITY ORGANIC FARM	875.68			875.68
2426	WSHG WELLNESS PROGRAM	14,726.94			14,726.94
2427	MWRTA TRANSPORTATION	(981.85)			(981.85)
2428	FEDEX MARIOTT SIDEWALK	2,238.39			2,238.39
2430	DRUG PROGRAM PURCHASES	82,500.00			82,500.00
2431	NATICK GOES GREEN	930.67			930.67
2434	MATHWORKS CHILD ID PROGRAM	177.37			177.37
2440	PARKING CONSTRUCTION MITIGATION	20,000.00			20,000.00
2441	CASH- BOH HEALTH/WELLNESS	9,539.64			9,539.64
2443	CASH- BOH DONATION-OPIOD	10,194.00			10,194.00
2444	POLICE-PHRMA DONATION	20,000.00			20,000.00
2446	MWHF-COA NTK CONVSTION#P425	41,723.83			41,723.83
<b>TOTAL OTHER SPECIAL REVENUE</b>		<b>3,253,328.39</b>	<b>-</b>	<b>0</b>	<b>3,253,328.39</b>



CITY/TOWN OF NATICK, MASSACHUSETTS  
Special Revenue Fund Balance Detail  
as of June 30, 2019  
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2019	Receipts thru 9/30/2019	BAN's	Remaining Balance 6/30/2019
3000	MASS CULTURAL ARTS	2,618.98			2,618.98
3001	ELDER AFFAIRS	(1,671.51)			(1,671.51)
3002	MORSE LIBRARY	70,355.11			70,355.11
3003	BACON FREE LIBRARY	3,674.25			3,674.25
3005	STATE EXTENDED VOTE	29,381.78			29,381.78
3006	TOBACCO CONTROL PROGRAM	3,878.08			3,878.08
3012	FISKE POND CLEAN UP	5,120.02			5,120.02
3013	HISTORIC LANDSCAPE	9,509.93			9,509.93
3019	WTE GRANT 2005	10,763.78			10,763.78
3020	VETS ORAL HISTORY ML	4,581.53			4,581.53
3025	GHSB CHLD PASS SFTY	1,420.98			1,420.98
3031	FIRE S.A.F.E. GRANT FY16	4,610.00			4,610.00
3037	FORMULA GRANT ELDER FY10	5,223.35			5,223.35
3044	TRAFFIC ENFORCEMENT	(497.64)			(497.64)
3052	LITERACY PROGRAM	(9,086.00)			(9,086.00)
3053	FIRE MDU PROGRAM	2,000.00			2,000.00
3060	BULLET PROOF VEST	(4,756.25)			(4,756.25)
3064	MASS DECONTAMINATION TRAINING	3,696.30			3,696.30
3095	FY15 TRAFFIC ENFORCEMENT	17.27			17.27
3096	PESTICIDE REDUCTION-ORGANIC LAND	1.04			1.04
3102	MASS DEP RECYCLING DIVENDS PROGRAM	58,284.03			58,284.03
3103	FIRE S.A.F.E. GRANT FY16	(122.16)			(122.16)
3107	MACEC SOLAR OUTREACH & ED	(1.20)			(1.20)
3109	MASS DEP CURSIDE CARTS-PILOT	(5,220.00)			(5,220.00)
3111	MUNICIPAL ENERGY TECH ASSISTANCE	967.50			967.50
3115	GREEN COMMUNITIES FY 17	895.09			895.09
3118	EMPG POLICE	(8,175.06)			(8,175.06)
3121	E911 TRAINING AND EMD	(1,161.26)			(1,161.26)
3122	GREEN COMMUNITIES	(13,241.05)			(13,241.05)
3124	DPW-SAFETY TRAINING	1,302.00			1,302.00
3125	EMD GRANT	(11,691.06)			(11,691.06)
3127	CASH-LOW IMPACT DEV. ZONING	(15,067.00)			(15,067.00)
3128	CASH-WATER CONSERVATION	(6,010.75)			(6,010.75)
3129	CASH-TREE PLANTING PLAN	(4,085.00)			(4,085.00)
3130	CASH-POLICE PEDE/BIKE SAFETY E	13.07			13.07
3131	CASH-DMH JAIL DIVERSION PRG	(9,526.98)			(9,526.98)
3133	CASH -COMMUNITY COMPACT IT GRNT	3,781.56			3,781.56
3134	CASH -CCAMP ARROWHEAD GRNT	73,847.24			73,847.24
3135	CASH-LIBRARY VET.HERITAGE GRAN	1,573.40			1,573.40
3400	MCHF SAFE STEPS	1,731.80			1,731.80
<b>TOTAL TOWN STATE GRANTS</b>		<b>208,935.17</b>	<b>-</b>		<b>208,935.17</b>
3601	DELINQUENCY PREVENTION	3,910.95			3,910.95
3612	FED EQUITY SHARING-TRESURY	2,201.15			2,201.15
3613	FED EQUITABLE SHARING	279,383.55			279,383.55
3614	FED DRUG FORFITURE FUNDS	(4,046.82)			(4,046.82)
3617	NATICK MALL FUNC EXERCISE	(7,724.63)			(7,724.63)
3618	NATICK TOGETHER YSMPI	(2,211.56)			(2,211.56)
<b>TOTAL TOWN FEDERAL GRANTS</b>		<b>271,512.64</b>			<b>271,512.64</b>
<b>TOTAL ALL SPECIAL REVENUE FUNDS</b>		<b>11,025,744.30</b>	<b>-</b>		<b>11,025,744.30</b>

CITY/TOWN OF       NATICK      , MASSACHUSETTS  
Capital Project Fund Balance Detail  
as of June 30, 2019  
(Unaudited)

Account Number	Account Name	Cash 6/30/2019	Fund Balance 6/30/2019	Receipts thru 9/30/2019	BAN's	Remaining Balance 6/30/2019
3500	Ch. 90	(4,549.11)	(4,549.11)			(4,549.11)
3501	Ch 90	(934,621.75)	(934,621.75)			(934,621.75)
	<b>Total Ch 90</b>	<b>(939,170.86)</b>	<b>(939,170.86)</b>	<b>-</b>	<b>-</b>	<b>(939,170.86)</b>
5001	Cap Eqpmt '11	116,795.83	116,795.83			116,795.83
5002	Ben-Hem Sch	18,840.06	18,840.06			18,840.06
5004	Computer Eqpmt	9,019.77	9,019.77			9,019.77
5005	I/Net Eqpmt	8,316.22	8,316.22			8,316.22
5007	Curb Boden Lane	16,000.00	16,000.00			16,000.00
5010	Wilson/Kennedy	15,359.00	15,359.00			15,359.00
5012	Closed Projects	30,488.43	30,488.43			30,488.43
5016	Pegan/Cove Lake	13,196.51	13,196.51			13,196.51
5017	Brown School	47,441.31	47,441.31			47,441.31
5022	Cap Improvement	414,182.00	414,182.00			414,182.00
5029	Cap Eqpmt '08	525.00	525.00			525.00
5031	HS Construction	220,593.19	220,593.19			220,593.19
5034	Fire Ground Repeater	15,386.10	15,386.10			15,386.10
5037	Landfill; GF & Golf	11,118.44	11,118.44			11,118.44
5038	Sewer I/I - Various	101,415.45	101,415.45			101,415.45
5045	FY12 Cap Eqpmt	194,747.42	194,747.42			194,747.42
5047	FY13 Cap Improvement	16,825.00	16,825.00			16,825.00
5049	Recycling Packers	43.50	43.50			43.50
5051	Capital Improvements FY13	83,647.27	83,647.27			83,647.27
5054	FY14 Capital Improvemnts; Spg '13	106,367.81	106,367.81			106,367.81
5055	FY14 Cap Equipment-Fall 13	16,397.30	16,397.30			16,397.30
5059	FY15 Capital Improvement-Spg '14	285,000.00	285,000.00			285,000.00
5061	FY15 Capital Equipment-Fall'14	6,367.78	6,367.78			6,367.78
5062	FY15 Capital Improvement-Fall '14	117,584.77	117,584.77			117,584.77
5064	FY16 Capital Improvement-Spg '15	19,544.89	19,544.89			19,544.89
5066	Lilja Roof-Fall 2015 Art 10	118,978.11	118,978.11			118,978.11
5073	CAP IMP FY 17 15B1 SPG 16	158,249.80	158,249.80			158,249.80
5074	A 15B2 SPG 16	34,169.24	34,169.24			34,169.24
5075	A 15E SPG 16	175,385.17	175,385.17			175,385.17
5077	CAP EQIP A9B FTM 16	3,598.83	3,598.83			3,598.83
5078	CAP IMPR 10b FTM 16	111,088.03	111,088.03			111,088.03
5079	FY 18 Equipment	414.90	414.90			414.90
5080	FT 18 Capital Improvements	948,518.69	948,518.69			948,518.69
5081	LILJA CLASSROOM 13C SPG 17	130,400.89	130,400.89			130,400.89
'5082	'FALL 2017 CAPITAL IMPROVEMENTS	1,197,612.17	(2,937,387.83)		(4,135,000.00)	1,197,612.17
'5084	'NEW KENNEDY MIDDLE SCHOOL	60,922,655.72	60,922,655.72			60,922,655.72
'5085	'SPRING 2018 PROJECTS	3,725,596.76	3,725,596.76		-	3,725,596.76
5086	Fall 2018 Town Meeting	600,248.78	600,248.78			600,248.78
5087	New W. Natick Fire Station	15,560,000.00	15,560,000.00			15,560,000.00
5088	Rt. 27 N. Main Development	1,624,448.93	1,624,448.93			1,624,448.93
	<b>TOTAL GEN. GOV'T CP FUNDS</b>	<b>87,196,569.07</b>	<b>83,061,569.07</b>	<b>0.00</b>	<b>(4,135,000.00)</b>	<b>87,196,569.07</b>

CITY/TOWN OF \_\_\_\_\_ NATICK \_\_\_\_\_, MASSACHUSETTS  
Capital Project Fund Balance Detail  
as of June 30, 2019  
(Unaudited)

Account Number	Account Name	Cash 6/30/2019	Fund Balance 6/30/2019	Receipts thru 9/30/2019	BAN's	Remaining Balance 6/30/2019
6010	Golf Carts	953.54	953.54			953.54
6012	FY14 Pave Golf Paths	-	-			0.00
6015	FY16 Greens Aerator	159.59	159.59			159.59
6017	'GOLF CART FLEET ART 12E SPG 17	10,005.68	10,005.68			10,005.68
6018	spg 18	2,126.14	2,126.14			2,126.14
	<b>TOTAL GOLF ENTERPRISE CP</b>	<b>13,244.95</b>	<b>13,244.95</b>	<b>0</b>	<b>0</b>	<b>13,244.95</b>
'6531	'CAPITAL IMP ARTICLE 13 4,13,14	128,847.81	128,847.81			128,847.81
'6535	'W/S CAPITAL ARTICLES FY10	-	-			0.00
'6536	'ART 16C FY13 CAP IMPRVMNTS	54,371.03	54,371.03			54,371.03
'6538	'CAP IMP FY14 ART. 14C 16-22	31,025.01	31,025.01			31,025.01
'6539	'SWR MAIN RELINE FY14 ART 14D	20,129.09	20,129.09			20,129.09
'6540	'MWRA SEWER REHAB FY14 ART14E	224,625.83	224,625.83			224,625.83
'6542	'CAP IMP FY14 ART 19C FTM '13	-	-			0.00
'6543	'CAP IMP WS FY15 ART 36C SPG 14	8,000.53	8,000.53			8,000.53
'6544	'W/S CAP IMPVMT ART 33C FTM 14	252,419.56	252,419.56		-	252,419.56
'6545	'W/S CAP EQP ART 21C SPG 15	115,595.08	115,595.08			115,595.08
'6546	'SWR I&I-14D STM'13 & 33 FTM'14	300,000.00	300,000.00			300,000.00
'6548	'WTR DISTRBTN ART 10H FTM '15	-	-			0.00
'6549	'CAP EQP WS FY17 ART 14C SPG 16	119,711.87	119,711.87			119,711.87
'6550	'CAP IMP FY17 WS ART 15C SPG 16	14,472.23	14,472.23			14,472.23
'6551	'FY17 CAP IMPRVMNT 10C FATM 16	285,291.31	285,291.31			285,291.31
'6552	'FY18 CAP EQPMT ART 12 C SPG 17	95,000.00	95,000.00			95,000.00
'6553	'FY18 WS CAP IMP ART 13D SPG 17	2,697,646.49	2,697,646.49			2,697,646.49
'6554	'FALL 2017 CAPITAL IMPROVEMENTS	121,406.93	121,406.93		-	121,406.93
'6555	'SPRING 2018 WATER PROJECTS	2,984,341.56	2,984,341.56		-	2,984,341.56
6556	FALL 2018 WATER PROJECTS	80,000.00	80,000.00			80,000.00
6557	SPRING 2019 WATER PROJETS	398,419.40	(121,580.60)		(520,000.00)	398,419.40
	<b>TOTAL WATER/SEWER CP FDS</b>	<b>7,931,303.73</b>	<b>7,411,303.73</b>	<b>0</b>	<b>(520,000.00)</b>	<b>7,931,303.73</b>
	<b>TOTAL ALL CAPITAL PROJECTS</b>	<b>94,201,946.89</b>	<b>89,546,946.89</b>	<b>0.00</b>	<b>(4,655,000.00)</b>	<b>94,201,946.89</b>



0  
**Combining Balance Sheet - Enterprise Funds**  
**as of June 30, 2019**  
**(Unaudited)**

	Golf Course Enterprise Fund	Water/sewer Enterprise Fund	(Memorandum Only)
<b><u>ASSETS</u></b>			
Cash and cash equivalents	237,645.77	2,546,972.12	2,784,617.89
Petty Cash	200.00		200.00
Receivables:			
Special assessments		121,084.12	121,084.12
Tax liens		237,705.62	237,705.62
Utility Charges		1,603,143.49	1,603,143.49
Departmental		-	-
Other receivables			-
Unapportioned Betterment		937,094.91	937,094.91
Due from other governments			-
Prepays			-
Inventory			-
Fixed assets, net of accumulated depreciation			-
Amounts to be provided - payment of bonds			-
Amounts to be provided - vacation and sick leave			-
Total Assets	<u>237,845.77</u>	<u>5,446,000.26</u>	<u>5,683,846.03</u>
<b><u>LIABILITIES AND FUND EQUITY</u></b>			
Liabilities:			
Deferred revenue			-
Special assessments		121,084.12	121,084.12
Tax liens		237,705.62	237,705.62
Utility Charges		1,603,143.49	1,603,143.49
Unapportioned Betterment		937,094.91	937,094.91
Accounts payable			-
Warrants payable			-
Accrued payroll and withholdings			-
Other liabilities			-
Bonds payable			-
Notes payable			-
Vacation and sick leave liability			-
Total Liabilities	<u>-</u>	<u>2,899,028.14</u>	<u>2,899,028.14</u>
Fund Equity:			
Reserved for encumbrances	62,580.35	454,161.94	516,742.29
Reserved for expenditures		-	-
Reserved for continuing appropriations	97,109.30	1,023,236.97	1,120,346.27
Reserved for appropriation deficit			-
Reserved for debt Service			-
Reserved for Petty cash	200.00		200.00
Undesignated fund balance	77,956.12	1,069,573.21	1,147,529.33
Unreserved retained earnings			-
Investment in capital assets			-
Total Fund Equity	<u>237,845.77</u>	<u>2,546,972.12</u>	<u>2,784,817.89</u>
Total Liabilities and Fund Equity	<u>237,845.77</u>	<u>5,446,000.26</u>	<u>5,683,846.03</u>

PROOF	-	-	-
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CITY/TOWN OF NATICK, MASSACHUSETTS  
Non-Expendable Trust Fund Balance Detail  
as of June 30, 2019  
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2019	Receipts thru 9/30/2019	BAN's	Remaining Balance 6/30/2019
<b><i>Fund #</i></b>					
7000	Capital Stabilization Fund	4,759,838.26			4,759,838.26
7001	Stabilization Fund	4,906,644.08			4,906,644.08
7002	OPEB Trust Fund	3,725,683.52			3,725,683.52
7003	Operation Stabilization Fund	3,796,956.73			3,796,956.73
7004	FAR Stabilization Trust Fund	2,625,288.40			2,625,288.40
7005	Inflow & Infiltration Stabilization	887,109.59			887,109.59
7010	One to One Technology Stabilization	7,010.99			7,010.99
<b>TOTAL STABILIZATION FUNDS</b>		<b>20,708,531.57</b>	<b>0.00</b>	<b>0.00</b>	<b>20,708,531.57</b>
					0.00
7208	Walcott Fund	87,848.39			87,848.39
7209	Cemetery A. Bigelow	111.31			111.31
7210	Cemetery G. Beckman	701.49			701.49
7211	Cemetery T. Smith	89.39			89.39
7212	Cemetery Wm Crosby	895.27			895.27
7213	Cemetery G. Cobb	111.31			111.31
7214	Cemetery E Bigelow	117.56			117.56
7215	Cemetery Collins Morse	10,066.57			10,066.57
7216	Cemetery CPT Wm Stone	3,009.60			3,009.60
7217	Cemetery Nagle Fox	223.49			223.49
7218	Cemetery Henry Wilson	25,100.57			25,100.57
7219	Kennedy Trust Fund	177,683.08			177,683.08
7222	Conservation Commission	88,475.01			88,475.01
7223	George Rogers Trust	412.01			412.01
7224	Sally Spaulding Welfare Trust	2,265.11			2,265.11
7225	Maria Hayes Town House	67,135.66			67,135.66
7226	Maria Hayes Welfare	2,266.03			2,266.03
7230	Kathleen McDaniel Trust	201,396.72			201,396.72
<b>TOTAL TRUST FUNDS</b>		<b>667,908.57</b>	<b>0.00</b>	<b>0.00</b>	<b>667,908.57</b>
7601	Gerald Ash Scholarship	2,381.50			2,381.50
7602	Math Works Scholarship	59,552.19			59,552.19
7603	HS Miscellaneous Scholarships	54,684.78			54,684.78
7604	Allen R. Loane Memorial Schlrshp	2,762.01			2,762.01
7605	Alfred Murray Memorial Schlrshp	34.62			34.62
7606	Genevieve Rich Memorial Schlrshp	33,093.49			33,093.49
7607	Tartikoff Scholarship	20,520.86			20,520.86
7608	Edith Nutt Scholarship	107,142.14			107,142.14
7609	McKenna-Alderman Scholarship	24,477.25			24,477.25
7610	Barker Memorial Scholarship	18,295.88			18,295.88
7611	Christopher Ladd Scholarship	5,396.61			5,396.61
7612	Silvano Memorial Scholarship	479.41			479.41
7613	Teddy Sullivan Scholarship	5,993.53			5,993.53
7614	Freddy Greene Scholarship	3,293.57			3,293.57
7615	Kane-Pierce Scholarship	4,993.13			4,993.13
7616	Lebowitz Scholarship	860.00			860.00
7617	Franchesci Scholarship	757.10			757.10
7618	Anthony Damplo Scholarship	6,679.74			6,679.74
7619	Dorothy Green Scholarship	3,367.47			3,367.47
7620	Kevin F. Lynch Scholarship	13,604.59			13,604.59
7621	Maguerite Rafferty Scholarship	24,739.94			24,739.94
7622	L. Palotta Memorial Scholarship	1,056.90			1,056.90
7623	George Hanna Memorial Schorlshp	889.23			889.23
7624	Leonard Hanna Scholarship	88,906.88			88,906.88
7700	OPEB	222,622.22			222,622.22
<b>TOTAL SCHOLARSHIP FUNDS</b>		<b>706,585.04</b>	<b>0</b>	<b>0</b>	<b>706,585.04</b>
<b>TOTAL ALL TRUST FUNDS</b>		<b>22,083,025.18</b>	<b>0.00</b>	<b>0.00</b>	<b>22,083,025.18</b>

CITY/TOWN OF NATICK, MASSACHUSETTS  
Agency Fund Balance Detail  
as of June 30, 2019  
(Unaudited)

Account Number	Account Name	Fund Balance 6/30/2019	Receipts thru 9/30/2019	BAN's	Remaining Balance 6/30/2019
'8101	'FIREARMS D/STATE	1,483.20			1,483.20
'8102	'COPY CENTER CHARGES	3,663.50			3,663.50
'8103	'MISC CASH CHARGES	14,136.25			14,136.25
'8104	'DEPOSIT ON BIDS	5,393.10			5,393.10
'8105	'GUARANTEED BND	15,400.00			15,400.00
'8108	'BLUE CROSS EMPLEE	15,765.33			15,765.33
'8109	'POLICE S/DUTY	(218,421.46)			(218,421.46)
'8110	'FIRE S/DUTY	(131,579.90)			(131,579.90)
'8112	'TAX FORECLOSURE	6,275.00			6,275.00
'8114	'DISABILITY INS REFN	306.60			306.60
'8115	'ANNUITY REFUND	441.01			441.01
'8117	'ENG SITE REVIEW	191.14			191.14
'8118	'PLAN/CONTINENTAL	154.47			154.47
'8121	'PLAN FOREIGN MOTORS	75.00			75.00
'8127	'PLAN/LND TAKING	1,912.21			1,912.21
'8130	'PLAN/SPLEEN/RTE 30	122.16			122.16
'8131	'LMMWC PARAMEDIC	455.86			455.86
'8132	'MWRA LEACH LN	4,211.38			4,211.38
'8133	'CABLE/HOME DEPOT	53.00			53.00
'8134	'CABLE/FROST & WIN	450.00			450.00
'8135	'CABLE/MCI METRO	362.50			362.50
'8149	'PLAN/910 WORCESTER ST	500.00			500.00
'8152	'PLAN/323 SPEEN ST	4,449.02			4,449.02
'8153	'PLAN/TRAFFIC IMP	20.76			20.76
'8154	'P/FEE SPRINT	1,192.00			1,192.00
'8155	'PLAN/BOSTON SCIENCE	10,000.00			10,000.00
'8156	'DPTY COLOR FEES	(2,377.32)			(2,377.32)
'8158	'PLAN/FEE SUNOCO	375.00			375.00
'8160	'FAMILY NETWORK	72.76			72.76
'8162	'CON OXBOW HUGES REVIEW	-			0.00
'8163	'PLAN/WSHG AV/RTE 135	773.76			773.76
'8166	'CROSSROADS FOUNDATION	0.54			0.54
'8167	'WIRELESS COMM STUDY	20,132.00			20,132.00
'8168	'PLAN/ SO NAT HLS	179,034.66			179,034.66
'8171	'LAND DISTURBANCE FEE	101,179.06			101,179.06
'8173	'VERIZON PEG	381,875.02			381,875.02
'8174	'WATER TOWER HOOK UP	12,414.77			12,414.77
'8175	'BACON FREE RENOVATIONS	75.00			75.00
'8176	'COMM TOWER 75 ROCK	18,242.47			18,242.47
'8178	'COG HOME	18,515.00			18,515.00
'8179	'MALL LANDSCAPE ARCH	5,000.00			5,000.00
'8180	'GLENWOOD UG UTILITIES	20,000.00			20,000.00
'8182	'PAPERBOARD PEER REVIEW	1.52			1.52
'8183	'CONSCOM PEER REVIEW	634.20			634.20
'8184	'BRIDGE LOAN FY11	200.00			200.00
'8185	'AGENCY - FIRE INSPECTIONS	30,400.00			30,400.00
'8186	'42 LEACH LANE PLANNING #17-09	30,000.00			30,000.00
'8187	'PLANG HUNTER HILL PEER REVIEW	23.38			23.38
'8189	'CREDIT UNION REFUND	95.55			95.55
'8191	'CHRYSLER ROAD 40 B PROJECT	1,106,518.05			1,106,518.05
'8197	'COFFEE FUND TOWN HALL	77.00			77.00
'8199	'TOWN CAFE	72.10			72.10
'8201	'CREDIT CRD DEPOSITS-COA/POLI	15.95			15.95
'8207	'FEDEX LANDSCAPING BOND	25,400.00			25,400.00
'8210	'ZBA PEER REVIEW-CLOVERLEF W	1,923.26			1,923.26
'8212	'OXBOW PEER REVIEW TECH CIRC	902.45			902.45
'8215	'PEER REVIEW MCHUGH FARM	886.63			886.63
'8216	'BOND-LOT 5,6,7 WELLESLEY RD	80,000.00			80,000.00
'8220	'STREET OPENING DEPOSITS	232,000.00			232,000.00
Total Agency funds		2,001,474.94	0.00	0.00	2,001,474.94
Student Activity					
8900	BENNETT HEMENWAY SCHOOL	(2,065.95)			(2,065.95)
8901	BROWN SCHOOL	-			-
8902	JOHNSON SCHOOL	-			-
8903	LILJA SCHOOL	0.11			0.11
8905	KENNEDY SCHOOL	76,834.63			76,834.63
8906	WILSON MIDDLE SCHOOL	44,177.48			44,177.48
8907	HIGH SCHOOL	261,748.25			261,748.25
8950	NATICK RETIREMENT BOARD	(7,107.28)			(7,107.28)
TOTAL STUDENT ACTIVITY		373,587.24	-	-	373,587.24
TOTAL ALL AGENCY FUNDS		2,375,062.18	-	-	2,375,062.18



Town of Natick  
Federal Grants  
Fiscal Year 2019

FUND	FEDERAL GRANTS	TYPE	DEPT	BALANCE	TOTAL EXP	TOTAL REV	BALANCE
1501	SPED 94-142 ( beginning balance off)	E	300	137,831.24	990,174.90	666,382.00	(185,961.66)
1505	SPED E.C.	E	300	58.45	22,522.63	18,893.00	(3,571.18)
1507	TITLE I	E	300	(40,861.11)	346,667.18	295,450.51	(92,077.78)
1508	TEACHER QUALITY	E	300	(2,587.16)	62,156.56	12,200.48	(52,543.24)
1509	TITLE IV PART A SAFE DRUG FREE	E	300	(7,624.39)	21,713.61	10,221.00	(19,117.00)
1513	TOGETHER 2 SUBSTANCE ABUSE	E	300	(2,196.92)	-	-	(2,196.92)
1517	TITLE IIA CARRY OVER	E	300	(11,553.86)	29,442.21	32,630.00	(8,366.07)
1518	SPED PRESCHOOL	E	300	0.11	-	-	0.11
3601	DELINQUENCY PREVENTION	E	541	4,410.95	500.00	-	3,910.95
<b>TOTAL E</b>				<b>77,477.31</b>	<b>1,473,177.09</b>	<b>1,035,776.99</b>	<b>(359,922.79)</b>
3611	COBRA ARRA REIMBURSEMENT	GG	910	-	-	-	-
<b>TOTAL GG</b>				<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
3606	MDPH EMER PREP FLU	O	512	545.40	545.40	-	0.00
<b>TOTAL O</b>				<b>545.40</b>	<b>545.40</b>	<b>-</b>	<b>0.00</b>
3612	FEDERA EQUITABLE SHARING	PS	210	-	-	2,201.15	2,201.15
3613	FED DRUG FORFTURE FUNDS	PS	210	456,480.90	204,917.57	27,820.22	279,383.55
3614	DEA DRUG TASK FORCE	PS	210	12.49	15,691.66	11,632.35	(4,046.82)
				-	-	-	-
				-	-	-	-
				-	-	-	-
<b>TOTAL PS</b>				<b>456,493.39</b>	<b>220,609.23</b>	<b>41,653.72</b>	<b>277,537.88</b>
<b>TOTAL FEDERAL GRANTS</b>				<b>534,516.10</b>	<b>1,694,331.72</b>	<b>1,077,430.71</b>	<b>(82,384.91)</b>

FUND	STATE GRANTS	TYPE	DEPT	BALANCE	TOTAL EXP	TRANS OUT	TOTAL REV	BALANCE
3000	MASS CULTURAL ARTS	C	690	2,968.98	8,550.00	-	8,200.00	2,618.98
	<b>TOTAL C</b>			<b>2,968.98</b>	<b>8,550.00</b>	<b>-</b>	<b>8,200.00</b>	<b>2,618.98</b>
3001	ELDER AFFAIRS	COA	541	(1,671.51)	-	-	-	(1,671.51)
3037	FORMULA GRANT ELDER	COA	541	6,340.66	72,800.65	-	71,683.34	5,223.35
	<b>TOTAL COA</b>			<b>4,669.15</b>	<b>72,800.65</b>	<b>-</b>	<b>71,683.34</b>	<b>3,551.84</b>
1004	METCO	E	300	11,186.33	367,816.19	-	292,152.00	(64,477.86)
1006	ESSENTIAL HEALTH 2011	E	300	2,770.65	103,946.67	-	97,966.40	(3,209.62)
1011	HOMELESS STUDENT TRANSPORTATION	E	300	3,956.84	-	-	-	3,956.84
	<b>TOTAL E</b>			<b>17,913.82</b>	<b>471,762.86</b>	<b>-</b>	<b>390,118.40</b>	<b>(63,730.64)</b>
3005	STATE EXTENDED VOTE	GG	161	11,080.14	2,965.31	-	21,266.95	29,381.78
3020	VETS ORAL HISTORY ML	GG	610	8,128.06	16,009.35	-	12,462.82	4,581.53
3022	MWPAT TITLE 5 SEPTIC	GG	512	808.44	808.44	-	-	-
3025	GHSB CHLD PASS SFTY	GG	210	1,420.98	-	-	-	1,420.98
3047	NATICK CTR COUNCIL- HOLI FEST	GG	123	-	5,000.00	-	5,000.00	-
3096	PESTICIDE PREDUCTION-ORGANIC LAND	GG	123	1.04	-	-	-	1.04
3102	MASS DEP RDP GRANT, (RECYCLING)	GG	123	66,602.00	38,012.97	-	29,695.00	58,284.03
3107	SOLAR OUTREACH & Ed FY16	GG	123	(1.20)	-	-	-	(1.20)
3111	MUNI ENERGY TECHNICAL ASSISTANCE	GG	123	967.50	-	-	-	967.50
3115	GREEN COMMUNITY FY 17	GG	123	895.09	-	-	-	895.09
3116	HAZARD MITIGATION GRANT	GG	180	(2,335.25)	(126.50)	-	2,208.75	-
3122	GREEN COMMUNITY GRANT FY18	GG	180	(9.94)	258,373.11	-	245,142.00	(13,241.05)
3123	MVP-MUNICIPAL VONERABILITY PR	GG	123	(11,000.00)	-	-	11,000.00	-
3127	LOW IMPACT DEV ZONING BYLAW	GG	180	-	38,499.00	-	23,432.00	(15,067.00)
3128	CON COMM WATER CONSERVATION	GG	180	-	15,994.75	-	9,984.00	(6,010.75)
3129	CON COMM TREE PLANTING PLAN	GG	180	-	9,500.00	-	5,415.00	(4,085.00)
3132	OPIOD TASK FORCE	GG	512	-	60,000.00	-	60,000.00	-
3133	COMMUNITY IMPACT IT GRANT	GG	133	-	117,593.44	-	121,375.00	3,781.56
3134	CAMP ARROWHEAD GRANT	GG	630	-	1,152.76	-	75,000.00	73,847.24
3400	MWHF SAFE STEPS	GG	123	1,731.80	-	-	-	1,731.80
3618	BOH NATICK TOGETHER YSMPI	GG	512	-	6,288.39	-	4,076.83	(2,211.56)
	<b>TOTAL GG</b>			<b>78,288.66</b>	<b>570,071.02</b>	<b>-</b>	<b>626,058.35</b>	<b>134,275.99</b>
3002	MORSE LIBRARY	L	610	72,453.26	47,603.59	-	45,505.44	70,355.11
3003	BACON FREE LIBRARY	L	615	2,674.09	1,394.89	-	2,395.05	3,674.25
3052	LITERACY PROGRAM	L	610	-	9,086.00	-	-	(9,086.00)
3135	LIB VETERANS HERITAGE	L	610	-	1,926.60	-	3,500.00	1,573.40
	<b>TOTAL L</b>			<b>75,127.35</b>	<b>60,011.08</b>	<b>-</b>	<b>51,400.49</b>	<b>66,516.76</b>
3006	TOBACCO CONTROL PROGRAM	PS	512	-	-	-	-	-
3007	MWPAT TITLE 5 SEPTIC	PS	512	3,878.08	-	-	-	3,878.08

3012	FISKE POND CLEAN UP	PS	420	5,120.02	-	-	-	5,120.02
3013	HISTORIC LANDSCAPES MASTER PLAN-SHAW PARK	PS	123	9,509.93	-	-	-	9,509.93
3019	WTE GRANT 2005	PS	420	10,763.78	-	-	-	10,763.78
3031	FIRE SAFETY GRANT FY 19	PS	220	-	3,644.00	-	8,254.00	4,610.00
3044	TRAFFIC ENFORCEMENT GRANT FY18	PS	210	(959.49)	6,949.70	-	7,411.55	(497.64)
3053	FIRE - MDU DEMPLYMT TRAINING	PS	220	-	-	-	2,000.00	2,000.00
3060	BULLET PROOF VESTS	PS	210	(27,673.25)	5,116.00	-	28,033.00	(4,756.25)
3064	MDU FY12 DECONTAMINATION TRAINING	PS	220	5,532.29	1,835.99	-	-	3,696.30
3092	FY 15 JAG Equipment Grant	PS	210	-	19,914.68	-	19,914.68	-
3095	FY15 TRAFFIC ENFORCEMENT	PS	210	17.27	-	-	-	17.27
3097	FY16 POLICE 911 TRAINING GRANT	PS	210	(735.20)	(735.20)	-	-	-
3103	FY 18 SENIOR SAFE	PS	220	7,048.05	7,170.21	-	-	(122.16)
3104	FIRE GRANT TABLE TOP EXERCISE	PS	220	-	21,632.76	-	21,632.76	(0.00)
3112	FY 17 911 TRAINING 7 EMD	PS	210	(937.30)	(937.30)	-	-	(0.00)
3113	FY 17 911 PSAP LEADERSHIP	PS	210	(5,362.02)	(5,362.02)	-	-	-
3114	FY 17 911 SUPPORT & INCENTIVE	PS	210	7,963.12	7,963.12	-	-	-
3117	EMERGENCY RESPONSE SUPPLIES	GG	210	-	-	-	-	-
3118	FY16 EMPG POLICE GRANT	GG	210	355.88	16,183.62	-	7,652.68	(8,175.06)
3120	FY18 FIRE SAFE GRANT	GG	220	(50,519.08)	(326.86)	-	50,192.22	0.00
3121	FY 18 911 TRAINING GRANT	PS	210	(12,205.41)	(601.74)	-	10,442.41	(1,161.26)
3125	E911 EMD TRAOMOMG FY 19	PS	210	-	16,153.12	-	4,462.06	(11,691.06)
3126	E911 SUPPORT INCENTIVE	PS	210	-	104,475.84	-	104,475.84	-
3130	POLICE PEDE/BIKE SAFETY	PS	210	-	1,758.19	-	1,771.26	13.07
3131	POLICE JAIN DIVERSION PROGRAM	PS	210	-	9,526.98	-	-	(9,526.98)
3617	FY 17 NATICK MALL FUNCTIONAL EXERCISE	PS	210	1,514.85	9,239.48	-	-	(7,724.63)
<b>TOTAL PS</b>				<b>(46,688.48)</b>	<b>223,600.57</b>	<b>-</b>	<b>266,242.46</b>	<b>(4,046.59)</b>
3109	CART GRANT (MASS DEP CURBSIDE CARTS)	PW	420	9,900.40	10,080.00	9,900.40	4,860.00	(5,220.00)
3124	DPW SAFETY GRANT TRAINING	PW	420	(5,345.55)	(821.55)	-	5,826.00	1,302.00
<b>TOTAL PW</b>				<b>4,554.85</b>	<b>9,258.45</b>	<b>9,900.40</b>	<b>10,686.00</b>	<b>(3,918.00)</b>
<b>TOTAL STATE GRANTS</b>				<b>136,834.33</b>	<b>1,416,054.63</b>	<b>9,900.40</b>	<b>1,424,389.04</b>	<b>135,268.34</b>



Town of Natick  
Receipts Reserved For Appropriation  
Fiscal Year 2019

FUND	RECEIPTS RESERVED APPROPRIATION	TYPE	DEPT	BALANCE	TOTAL EXP	TRANS OUT	TOTAL REV	TRANS IN	BALANCE
2105	SBAB CP 645 SCH BLDG	E	145	728,268.39	-	123,167.00	-	-	605,101.39
<b>TOTAL E</b>				<b>728,268.39</b>	<b>-</b>	<b>123,167.00</b>	<b>-</b>	<b>-</b>	<b>605,101.39</b>
2103	ROADWAY MITIGATION/NATICK MALL	O	420	17,500.00	-	-	-	-	17,500.00
2109	PS MITIGATION FUND	O	220	188,573.00	-	-	-	-	188,573.00
2110	PREMIUM RESERVE	O	145	678,086.17	309,485.00	97,542.00	330,811.95	-	601,871.12
2111	TNC Ride Charge	O	145	15,311.00	-	15,000.00	20,074.70	-	20,385.70
2365	CHC REVERSE 911	O	145	3,209.90	-	-	-	-	3,209.90
2366	IMPROVE GRISTMILL LANE	O	420	8,401.37	-	-	-	-	8,401.37
2367	IMPROVE WESTWOOD ROAD	O	420	2,263.10	-	-	-	-	2,263.10
2368	IMPROVE BUNKER LANE	O	420	860.52	-	-	-	-	860.52
2370	MBTA BUSING	O	420	37,883.87	-	-	-	-	37,883.87
2371	SPEEN ST ROADWAYS	O	420	19,681.69	-	-	-	-	19,681.69
2372	REDMAN DR PUMP STATION	O	420	12,000.00	-	-	-	-	12,000.00
2373	WEST CENTRAL ST	O	145	5,705.00	-	-	-	-	5,705.00
2374	IMPROVE GARDEN ROAD	O	420	4,770.00	-	-	-	-	4,770.00
2375	PLAN BOARD FEE (HOMART)	O	180	8,659.80	-	-	-	-	8,659.80
2376	IMPROVE DRAINAGE H/D	O	180	5,000.00	-	-	-	-	5,000.00
2378	SEWER I/J ASHLAND	O	420	144,075.05	-	-	-	-	144,075.05
2379	LAKESHORE ROAD W. MAIN	O	420	20,229.76	-	-	-	-	20,229.76
2380	SEWERSIDE WALK PROJECTS	O	180	216,966.05	-	-	-	-	216,966.05
2381	STILLMAN ST. EXT	O	420	1,824.11	-	-	-	-	1,824.11
2382	CABLE RENEWAL SEC 7.3	O	145	3,953.45	-	-	-	-	3,953.45
2383	CABLE EQUIP SEC 6.5	O	145	-	15,000.00	-	15,000.00	-	-
2385	CABLE FEES SECTION 7.2	O	145	261,339.35	27,986.22	-	31,095.79	-	261,339.35
2386	CABLE FEES SECTION 7.1	O	145	81,015.14	-	-	-	-	84,124.71
2387	TRANSPORT PRJ/EQP	O	180	16,000.00	-	-	-	-	16,000.00
2388	IMPR DRNGE WILLOW ST	O	420	10,000.00	-	-	-	-	10,000.00
2390	FIRE EMER TRNG/EQ RQST	O	220	1,000.00	-	-	-	-	1,000.00
2392	CABLE 2005 SECTION 7.1	O	145	160,000.00	-	-	-	-	160,000.00
2396	TITLE V SEPTIC TANKS	O	512	181,299.36	-	7,684.00	9,983.71	-	183,599.07
2404	CABLE PYMT	O	145	7,000.00	-	-	-	-	7,000.00
2407	COMCAST CABLE SECTION 6.5	O	145	-	13,377.00	-	13,377.20	-	0.20
2408	COMCAST CABLE 7.1	O	145	-	238,524.03	-	238,524.03	-	0.00
2411	BOND DEFAULT 33 GLEN ST-WATERVIEW EST	O	420	44,575.00	-	-	-	-	44,575.00
2412	BOND DEFAULT WALNUT HILL ESTATES	O	420	10,697.67	-	-	-	-	10,697.67
2413	CONS COMM TRAILS MAINTENANCE	O	180	39,441.80	1,694.07	-	-	-	37,747.73
2415	MATHWORKS MITIGATION APPLE HILL	O	180	35,798.24	-	-	-	-	35,798.24
2428	FEDEX MARRIOTT SIDEWALK	O	180	82,500.00	-	-	-	-	82,500.00
2439	MATHWORKS MITIGATION SPEEN ST.	O	180	-	-	-	-	-	-
<b>TOTAL O</b>				<b>2,325,620.40</b>	<b>606,066.32</b>	<b>120,226.00</b>	<b>658,867.38</b>	<b>-</b>	<b>2,258,195.46</b>
2101	PARKING METER REVENUE	PM	145	351,284.38	-	80,000.00	134,914.13	-	406,198.51
<b>TOTAL PM</b>				<b>351,284.38</b>	<b>-</b>	<b>80,000.00</b>	<b>134,914.13</b>	<b>-</b>	<b>406,198.51</b>
2102	WETLANDS PROTECTION	WL	180	36,322.28	9,469.09	-	11,762.50	-	38,615.69
<b>TOTAL WL</b>				<b>36,322.28</b>	<b>9,469.09</b>	<b>-</b>	<b>11,762.50</b>	<b>-</b>	<b>38,615.69</b>
2106	INSURANCE CLAIMS > \$20K	INS	426	89,856.07	148,611.26	-	257,447.47	-	198,692.28
2208	INSURANCE CLAIMS < 20K	INS	145	(0.00)	-	-	26,794.95	-	26,794.95
<b>TOTAL INS</b>				<b>89,856.07</b>	<b>148,611.26</b>	<b>-</b>	<b>284,242.42</b>	<b>-</b>	<b>225,487.23</b>
<b>TOTAL RECEIPTS RESERVED</b>				<b>3,531,351.52</b>	<b>764,146.67</b>	<b>323,393.00</b>	<b>1,089,786.43</b>	<b>-</b>	<b>3,533,598.28</b>

Town of Natick  
Gifts and Donations  
Fiscal Year 2019

FUND	TOTAL GIFT AND DONATIONS	TYPE	DEPT	BEG BALANCE	TOTAL EXP	TOTAL REV	BALANCE
12	SCHOOL LUNCH EXPENSE	E	300	500,288.60	1,594,313.36	1,784,632.00	690,607.24
	<b>TOTAL SCHOOL LUNCH</b>			<b>500,288.60</b>	<b>1,594,313.36</b>	<b>1,784,632.00</b>	<b>690,607.24</b>
602	NATICK PUBLIC SCHOOLS	E	300	1,458.50	-	-	1,458.50
603	BEN-HEM SCHOOL	E	300	25,145.68	2,836.57	2,720.58	25,029.69
604	BROWN SCHOOL	E	300	3,137.39	1,487.65	2,616.52	4,266.26
605	JOHNSON SCHOOL	E	300	2,559.94	1,729.98	819.45	1,649.41
606	LILJA SCHOOL	E	300	12,599.33	-	1,678.14	14,277.47
607	MEMORIAL SCHOOL	E	300	19,947.76	13,696.56	2,554.63	8,805.83
608	KENNEDY MIDDLE SCHOOL	E	300	11,763.53	4,884.12	8,463.65	15,343.06
609	WILSON MIDDLE SCHOOL	E	300	16,297.05	9,497.60	12,423.15	19,222.60
610	HIGH SCHOOL	E	300	34,461.04	12,993.06	22,732.15	44,200.13
611	BUSINESS PROFESSIONALS AMERICA	E	300	55.47	-	-	55.47
620	MWHCF HEALTH/FITNESS 19-02	E	300	2,885.34	-	-	2,885.34
623	NEF AWARDS 09/10	E	300	2,147.67	-	-	2,147.67
625	ANTI BULLYING MIDDLE SCHOOL	E	300	2,055.92	-	-	2,055.92
629	METROWEST HEALTH PEER	E	300	1,385.98	-	-	1,385.98
631	DRKG PVNTN	E	300	1,386.77	-	-	1,386.77
632	HEALTH & FITNESS	E	300	5,823.66	1,127.96	-	4,695.70
634	MATHWORKS KMS MATH TEAM GRANT	E	380	1,498.98	-	-	1,498.98
638	PRESCHOOL	E	300	1,309.10	154.00	(479.83)	675.27
639	METRO WEST HEALTH DONATION	E	300	4,636.33	-	-	4,636.33
640	MWHF EARLY RISERS SKILLS/SUCCESS	E	300	-	2,196.33	-	(2,196.33)
642	NEF AWARDS 14-15	E	300	2,348.19	-	-	2,348.19
645	FRIENDS & FAMILY OF METCO	E	300	14,216.05	5,337.08	4,791.51	13,670.48
646	NEF AWARDS FY16	E	300	1,009.32	-	-	1,009.32
647	MWHF EARLY RISERS SKILLS/SUCCESS	E	300	(17,701.13)	-	-	(17,701.13)
648	NEF AWARDS 16/17 (off revise budget amount 24)	E	300	12,262.07	59,786.82	60,880.00	13,355.25
649	MWHF DIVERSITY & SUPPORT	E	300	10,000.00	-	-	10,000.00
650	INTERGRATED SUMMER PROGRAM	E	300	11,874.75	40.07	11,037.35	22,872.03
651	Eversource Donatino	e	300	-	-	6,970.00	6,970.00
	<b>TOTAL E</b>			<b>184,564.69</b>	<b>115,767.80</b>	<b>137,207.30</b>	<b>206,004.19</b>
626	VERIZON PEG GRANT	O	123	139,793.58	-	-	139,793.58
2301	HENRY WILSON SHOP MAINT	O	145	5,420.13	-	267.70	5,687.83
2302	Medical Marijuana Lic	O	123	-	2,020.00	5,000.00	2,980.00
2307	COUNCIL ON AGING	O	541	28,019.43	1,413.66	2,744.40	29,350.17
2308	AMBULANCE MEMORIAL	O	220	1,736.00	-	-	1,736.00
2309	BAA MARATHON	O	630	101,649.79	18,781.00	64,900.00	147,768.79
2310	YOUTH COORD DESIGNATED	O	630	1,111.79	-	-	1,111.79
2311	COMMISSION ON DISABILITY	O	549	2,011.51	-	2,065.00	4,076.51

2313	MUNICIPAL BLDG INS TRUST	O	123	5,609.75	-	-	5,609.75
2316	LAW ENFORCEMENT TRUST	O	210	4,103.93	3,663.20	3,118.28	3,559.01
2317	POLICE BICYCLE PROGRAM	O	210	-	758.81	-	(758.81)
2319	SHAW PARK RESTORATIONS	O	630	304.68	-	-	304.68
2322	POLICE SHOP LIFTER TRNG	O	210	1,800.00	-	-	1,800.00
2323	SUMMER PAGE PROGRAM	O	610	(4,514.57)	3,293.00	5,944.57	(1,863.00)
2324	ELDERLY/DISABLED TAXATION	O	146	7,191.87	12,500.00	11,130.53	5,822.40
2325	MCHCF HEALTH GRANT (HUM SERV)	O	541	1,103.30	-	-	1,103.30
2326	PURCHASE STREET TREES	O	420	15,053.00	5,261.85	-	9,791.15
2328	NATICK CULTURAL COUNCIL	O	690	2,031.24	250.00	-	1,781.24
2331	TENET HLTHCARE PUB SFTY TRNG	O	220	1,120.00	-	-	1,120.00
2332	COMM COALITION WALKING PROG	O	541	9,086.43	9,086.43	-	-
2333	MCHCF HEART HEALTHIER NAT #903	O	541	3,279.08	345.57	-	2,933.51
2334	WM GORDON TRUST -CMP ARWHD	O	630	15,000.00	-	-	15,000.00
2339	ENVIRON TEST/STDY AS NEEDED	O	123	5,000.00	-	-	5,000.00
2341	FIRE DEPT CARBON MONOXIDE DET	O	220	937.26	-	-	937.26
2342	MAHB TOBACCO MINI GRANT	O	512	315.06	-	-	315.06
2345	WSHG WELLNESS PROGRAM	O	123	1,832.68	1,679.49	1,679.49	1,832.68
2346	NATICK HISTORICAL COMMISSION	O	123	38,810.59	2,000.00	2,262.20	39,072.79
2354	COMM ON DISABILITY FINES ART 14	O	549	19,353.12	2,600.00	219.31	16,972.43
2355	MICHAEL FAMILY DONATION	O	210	83.91	-	-	83.91
2356	MUN AFFORDABLE HOUSING TR	O	180	438,362.20	76,965.62	-	361,396.58
2357	CITIZENS ENERGY	O	146	2,432.49	-	141.81	2,574.30
2360	REPAIRS COMM WAR MEMORIAL	O	123	478.00	-	-	478.00
2393	SENIOR CENTER GIFT ACCOUNT	O	541	8,314.47	-	-	8,314.47
2399	POLICE GIFT FUND	O	210	6,428.90	2,826.14	2,950.00	6,552.76
2405	POLICE AUX TRAINING - MORSE	O	210	4,812.00	-	-	4,812.00
2409	MWHF EXERCISE GRANT	O	540	5,303.96	-	-	5,303.96
2416	ESTATE OF MARJORIE GRADY FOR SR CTR	O	541	24,402.16	-	-	24,402.16
2417	OPIOID DONATIONS	O	220	10,694.00	-	2,500.00	7,500.00
2418	FY14 NATICK HS CPR/AED GRANT	O	220	2,364.00	-	350.00	2,714.00
2420	NEXT STEP LIVING	O	123	11,500.00	-	-	11,500.00
2421	TOBACCO CONTROL	O	512	27,246.53	20,267.80	-	6,978.73
2423	FIRE FITNESS EQUIPMENT	O	220	875.68	-	-	875.68
2426	WSHG WELLNESS PROGRAM	O	123	(981.85)	-	-	(981.85)
2427	MWRTA TRANSPORTATION	O	540	(904.99)	52,838.15	55,981.53	2,238.39
2430	DRUG BUYS	O	210	926.96	-	3.71	930.67
2434	MATHWORKS CHILD IDENTIFICATION	O	210	177.37	-	-	177.37
2440	PARKING MITIGATION	O	210	-	460.36	20,000.00	20,000.00
2441	BOH - WELLNESS	O	512	-	-	10,000.00	9,539.64
2442	SUSTAINABILITY	O	180	-	-	-	-
2443	BOH OPIOID DONATION	O	512	-	-	4,500.00	10,194.00
2444	POLICE PHARMA DONATION	O	210	-	-	20,000.00	20,000.00
2445	POLICE ND	O	210	-	-	-	-
2446	MWHF-COA NTK CONVERSATION	O	541	7,776.17	49,500.00	-	41,723.83

**TOTAL O** 949,675.44 224,787.25 265,258.53 990,146.72

**TOTAL GIFT/DONATION** 1,634,528.73 1,934,868.41 2,187,097.83 1,886,758.15



Town of Natick  
Revolving Funds  
Fiscal year 2019

FUND	REVOLVING FUNDS	TYPE	DEPT	BEG. BALANCE	TOTAL EXP	TOTAL REV	BALANCE
102	ATHLETIC FUND	A	300	9,126.65	514,122.28	516,680.08	11,684.45
<b>TOTAL A</b>				<b>9,126.65</b>	<b>514,122.28</b>	<b>516,680.08</b>	<b>11,684.45</b>
2002	CHPTR 44 53E SURPLUS EQUIP	C	420	466,042.11	188,850.41	203,898.00	481,089.70
2005	CHPTR 44 53E LIBRARY MTRL	C	610	1,132.25	30,217.45	30,757.70	1,672.50
2006	CH 44 53E MORSE EQUIP/MAIN	C	610	10,798.47	14,236.68	6,105.00	2,666.79
2007	COA RENTAL & EQUIP MAINT	C	540	70,121.97	54,502.21	64,128.00	79,747.76
2008	CHPTR 44 53E BOH IMMUNIZATION	C	512	62,366.13	39,981.43	27,830.86	50,215.56
2009	CHPTR 44 53E COMM SR CTR PROG	C	541	113,894.18	96,176.11	126,179.79	143,897.86
2010	TOBACCO CONTROL REVOLVING	C	512	39,019.70	1,777.36	4,900.00	42,142.34
2011	ENERGY INCENTIVE	C	123	18,428.36	-	(13,405.17)	5,023.19
2012	TAX TITLE	C	145	100,618.00	72,331.03	48,240.77	76,527.74
2013	CURBSIDE COMPOST PROGRAM	C	420	7,047.07	8,340.00	12,485.40	11,192.47
<b>TOTAL C</b>				<b>889,468.24</b>	<b>506,412.68</b>	<b>511,120.35</b>	<b>894,175.91</b>
101	EASEP PROGRAM ALL	E	300	31,848.21	30,181.72	36,751.00	38,417.49
103	BUS TRANSPORTATION	E	300	116,964.39	324,227.26	418,407.00	211,144.13
105	SUMMER SCHOOL	E	300	139,027.36	89,873.48	98,835.80	147,989.58
106	TEXT BOOKS HIGH SCHOOL	E	300	18,928.01	-	238.87	19,166.88
107	RENTAL FACILITIES	E	300	(27,073.14)	114,260.88	155,725.94	14,391.92
108	SCHOOL VANDALISM	E	300	4,312.06	-	-	4,312.06
109	FOREIGN STUDENT TUITION	E	300	97,072.56	124,728.35	130,000.00	102,344.21
110	MEDICAID SCHOOL SHARE	E	300	59,474.20	402,963.08	312,095.29	(31,393.59)
111	AFTER SCHOOL PROGRAM	E	300	271,544.89	2,202,766.07	2,517,520.68	586,299.50
113	SUMMER REMEDIAL	E	300	447.04	1,781.10	3,906.00	2,571.94
114	NHS TESTING	E	300	19,923.05	97,784.35	97,281.02	19,419.72
115	CIRCUIT BREAKER	E	300	267,324.87	1,544,711.42	2,579,635.00	1,302,248.45
116	GUIDANCE/TRANSCRIPT	E	300	12,559.97	6,680.90	5,524.50	11,403.57
117	INSTRUCTIONAL	E	300	192.59	-	-	192.59
118	EARLY CHILDHOOD EXTENDED	E	300	14,419.85	7,442.15	9,307.86	16,285.56
119	PRESCHOOL TUITION	E	300	(37,049.31)	484,377.24	549,705.70	28,279.15
120	NORTH STAR TUITION	E	300	41,772.83	51,674.12	87,600.00	77,698.71
121	PHOTOCOPY RECEIPTS	E	300	130.61	-	-	130.61
122	WALL OF ACHIEVEMENT	E	300	4,940.62	5,566.96	5,000.00	4,373.66
123	INSTRUMENTAL MUSIC	E	300	91,880.29	243,998.27	225,411.35	73,293.37
124	MINI UNIVERSITY	E	300	15,531.85	7,770.29	2,330.00	10,091.56
126	TEXT BOOKS WILSON MIDDLE	E	300	45.96	-	8.99	54.95
128	TEXT BOOKS LILJA	E	300	100.33	-	-	100.33

133	SCHOOL PROGRAMS	E	300	179,042.66	155,298.64	240,554.25	264,298.27
134	SCHOOL CHOICE REVOLVING	E	300	221,214.58	262.00	464,993.00	685,945.58
135	PAC PARENT ADVISORY	E	300	4,547.27	611.47	-	3,935.80
136	TEXTILE RECYCLING	E	300	14,895.24	2,776.93	3,494.00	15,612.31
137	TEAM FUNDED ATHLETIC EQUIP	E	300	18,673.55	19,381.47	18,363.37	17,655.45
138	HS LAPTOP PROGRAM	E	300	10,021.38	6,806.01	642.30	3,857.67
139	NATICK BOKS	E	300	32,141.75	41,096.72	47,505.00	38,550.03
<b>TOTAL E</b>				<b>1,624,855.52</b>	<b>5,967,020.88</b>	<b>8,010,836.92</b>	<b>3,668,671.56</b>
2001	WEIGHTS AND MEASURES	O	244	43,421.23	12,899.71	-	30,521.52
2203	INSURANCE CLAIMS < \$20K	O	426	0.00	37,987.82	2,489.08	(35,498.74)
2204	COMPOSTING PROGRAM	O	429	31,647.43	-	917.00	32,564.43
2205	COMMUNITY FARM	O	540	(211.19)	1,916.04	1,596.70	(530.53)
2206	CPR/AED FIRE DEPT	O	220	(696.78)	192.00	-	(888.78)
2207	MAIN ST SURVEY TM09	O	123	1,579.00	-	-	1,579.00
2424	COMMUNITY FARM	O	545	10,719.16	42.22	4,050.00	14,726.94
<b>TOTAL O</b>				<b>86,458.85</b>	<b>53,037.79</b>	<b>9,052.78</b>	<b>42,473.84</b>
2201	RECREATION PROGRAMS	R	630	893,767.10	1,286,261.60	1,326,856.84	934,362.34
<b>TOTAL R</b>				<b>893,767.10</b>	<b>1,286,261.60</b>	<b>1,326,856.84</b>	<b>934,362.34</b>
<b>TOTAL REVOLVING</b>				<b>3,503,676.36</b>	<b>8,326,855.23</b>	<b>10,374,546.97</b>	<b>5,551,368.10</b>

FUND	TRUST FUNDS	TYPE	DEPT	BEG BALANCE	TOTAL EXP	TRANS OUT	TOTAL REV	TRANS IN	BALANCE
7000	CAPITAL STABILIZATION FUND	O	134	8,036,085.84	-	5,811,150.00	134,902.42	2,400,000.00	4,759,838.26
7001	STABILIZATION FUND	O	134	4,570,303.46	-	-	86,340.62	250,000.00	4,906,644.08
7003	OPERATING STABILIZATION FUND	O	134	3,070,495.17	-	-	226,461.56	500,000.00	3,796,956.73
7004	FAR STABILIZATION FUND	O	123	2,524,966.35	-	-	100,322.05	-	2,625,288.40
7005	I & I STABILIZATION FUND	O	134	976,495.75	-	150,000.00	60,613.84	887,109.59	7,010.99
7010	1:1 TECH STABILIZATION SCHOOL	O	134	1,969.41	-	-	5,041.58	-	16,982,848.05
<b>TOTAL STABILIZATION FUNDS</b>				<b>19,180,315.98</b>	<b>-</b>	<b>5,961,150.00</b>	<b>613,682.07</b>	<b>3,150,000.00</b>	<b>88,475.01</b>
7222	CONS COMM	O	180	89,653.80	6,150.93	-	4,972.14	-	88,475.01
<b>TOTAL CONS COMM</b>				<b>89,653.80</b>	<b>6,150.93</b>	<b>-</b>	<b>4,972.14</b>	<b>-</b>	<b>88,475.01</b>
7220	DEF COMP	O	134	-	-	-	-	-	-
<b>TOTAL DEF COMP</b>				<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
7207	LOC HIST	N	610	-	-	-	-	-	-
7208	WALCOTT	N	145	82,482.06	-	-	5,366.33	-	87,848.39
7209	BIGELOW	N	145	105.03	-	-	6.28	-	111.31
7210	BECKMAN	N	145	662.86	-	-	38.63	-	701.49
7211	SMITH	N	145	84.48	-	-	4.91	-	89.39
7212	CROSBY	N	145	845.95	-	-	49.32	-	895.27
7213	COBB	N	145	105.03	-	-	6.28	-	111.31
7214	BIGELOW	N	145	111.09	-	-	6.47	-	117.56
7215	MORSE	N	145	9,512.13	-	-	554.44	-	10,066.57
7216	CPT STONE	N	145	2,843.82	-	-	165.78	-	3,009.60
7217	NAGLE/FOX	N	145	211.14	-	-	12.35	-	223.49
7218	WILSON	N	145	23,718.10	-	-	1,382.47	-	25,100.57
7219	KENNEDY	N	300	167,896.56	-	-	9,786.52	-	177,683.08
7223	GEORGE ROGERS TRUST FUND	N	145	389.33	-	-	22.68	-	412.01
7224	SALLY SPAULDING WELFARE	N	145	2,140.34	-	-	124.77	-	2,265.11
7225	MARIA HAYES TOWN HOUSE	N	145	63,437.97	-	-	3,697.69	-	67,135.66
7226	MARIA HAYES WELFARE	N	145	2,141.19	-	-	124.84	-	2,266.03
7227	CEMETARY MISC TRUST FUND	N	145	-	-	-	-	-	-
<b>TOTAL NON-EXPENDABLE TRUSTS</b>				<b>356,687.08</b>	<b>-</b>	<b>-</b>	<b>21,349.76</b>	<b>-</b>	<b>378,036.84</b>
7230	K MCDANIEL EDUCATIONAL TRUST	O	145	152,300.03	-	-	49,096.69	-	201,396.72
7601	GERALD ASH SCHOLARSHIP	O	145	3,057.58	1,000.00	-	323.92	-	2,381.50
7602	MATH WORKS - SCHOLARSHIP FUND	O	145	60,225.68	25,000.00	-	24,326.51	-	59,552.19
7603	HGH SCHL MISC SCHLSHPS	O	145	44,326.89	25,750.00	-	36,107.89	-	54,684.78
7604	ALLEN R. LOANE MEMORIAL	O	145	2,609.86	-	-	152.15	-	2,762.01
7605	ALFRED MURRAY MEM SCHOLARSHIP	O	145	32.65	-	-	1.97	-	34.62
7606	GENEVIEVE RICH MEM SCHLRSP	O	145	31,243.26	1,000.00	-	2,850.23	-	33,093.49
7607	TARTIKOFF SCHOLARSHIP FUND	O	145	20,221.57	900.00	-	1,199.29	-	20,520.86
7608	EDITH NUTT SCHOLARSHIP FUND	O	145	104,075.90	3,000.00	-	6,066.24	-	107,142.14
7609	MCKENNA ALDERMAN SCHOLARSHIP	O	145	23,601.54	500.00	-	1,375.71	-	24,477.25
7610	BARKER MEMORIAL	O	145	17,477.17	200.00	-	1,018.71	-	18,295.88
7611	CHRISTOPHER LADD SCHOLARSHIP	O	145	5,099.39	5,000.00	-	529.22	-	5,396.61
7612	SILVANO MELCHIORI SCHOLARSHIP	O	145	925.46	500.00	-	53.95	-	479.41
7613	TEDDY SULLIVAN SCHOLARSHIP	O	145	6,386.32	1,000.00	-	607.21	-	5,993.53
7614	FREEDY GREEN SCHOLARSHIP	O	145	3,493.57	200.00	-	-	-	3,293.57
7615	KANE-PIERCE SCHOLARSHIP	O	145	5,293.13	300.00	-	-	-	4,993.13
7616	LEBOWITZ SCHOLARSHIP	O	145	1,060.00	300.00	-	100.00	-	860.00
7617	FRANCESCO SCHOLARSHIP	O	145	757.10	-	-	-	-	757.10
7618	ANTHONY DAMPIO SCHOLARSHIP	O	145	7,679.74	1,000.00	-	-	-	6,679.74
7619	DOROTHY GREE SCHOLARSHIP	O	145	3,867.47	500.00	-	-	-	3,367.47
7620	KEVIN F. LYNCH SCHOLARSHIP	O	145	12,713.52	350.00	-	1,241.07	-	13,604.59
7621	MARGUERITE RAFFERTY SCHOLARSHIP	O	145	23,566.25	200.00	-	1,373.69	-	24,739.94
7622	L PALOTTA MEMORIAL SCHOLARSHIP	O	300	998.68	-	-	58.22	-	1,056.90
7623	GEORGE HANNA MEMORIAL SCHOLARSHIP	O	300	1,218.23	400.00	-	71.00	-	889.23
7624	LEONARD HANNA MEMORIAL SCHOLARSHIP	O	300	88,734.65	5,000.00	-	5,172.23	-	88,906.88
<b>TOTAL EXPENDABLE TRUSTS</b>				<b>620,965.64</b>	<b>72,100.00</b>	<b>-</b>	<b>136,493.90</b>	<b>-</b>	<b>685,359.54</b>
7002	OPEB TRUST FUND	O	134	3,283,960.52	-	-	-	441,723.00	3,725,683.52
7700	OPEB	O	134	-	-	-	222,622.22	-	222,622.22
<b>TOTAL OPEB</b>				<b>-</b>	<b>-</b>	<b>-</b>	<b>222,622.22</b>	<b>441,723.00</b>	<b>3,948,305.74</b>
<b>TOTAL TRUSTS</b>				<b>20,247,622.50</b>	<b>78,250.93</b>	<b>5,961,150.00</b>	<b>999,120.09</b>	<b>3,591,723.00</b>	<b>22,083,025.18</b>



FUND	AGENCY FUNDS	TYPE	DEPT	BEG BALANCE	TOTAL EXP	TOTAL REV	BALANCE
8104	DEPOSIT ON BIDS	BD	134	5,393.10	-	-	5,393.10
8105	GUARANTEED BND	BD	134	15,400.00	-	-	15,400.00
8118	PLAN/CONTINENTAL	BD	180	154.47	-	-	154.47
8120	PLAN/GOLF LEARN	BD	180	-	-	-	-
8121	PLAN FOREIGN MOTORS	BD	180	75.00	-	-	75.00
8122	PLAN/NATICK EX PK	BD	180	-	-	-	-
8123	PLAN/APPLE HILL	BD	180	-	-	-	-
8125	PLAN/FAREWELL HEIGHTS	BD	180	-	-	-	-
8126	PLAN/WESTPARK I	BD	180	-	-	-	-
8127	PLAN/LND TAKING	BD	180	1,912.21	-	-	1,912.21
8128	PLAN/QUIKAVA	BD	180	-	-	-	-
8130	PLAN/SPEEN/RTE 30	BD	180	122.16	-	-	122.16
8136	PLAN/CLOVERLEAF	BD	180	-	-	-	-
8137	PLAN/MAYA'S DREAM	BD	180	-	-	-	-
8138	PLAN/HOME DEPOT	BD	180	-	-	-	-
8139	PLAN/ALGONQUIN	BD	180	-	-	-	-
8140	PLAN/APPLE HILL	BD	180	-	-	-	-
8141	PLAN/SIGN BYLAW	BD	180	-	-	-	-
8142	PLAN/APPLE HILL	BD	180	-	-	-	-
8145	PLAN/HOMESTEAD	BD	180	-	-	-	-
8146	PLAN/MACDONALDS	BD	180	-	-	-	-
8147	PLAN/BLOSSOM EST	BD	180	-	-	-	-
8148	PLAN/ALGONQUIN HL	BD	180	-	-	-	-
8149	PLAN/910 WORCESTER ST	BD	180	500.00	-	-	500.00
8151	PLAN/330 SPEEN	BD	180	-	-	-	-
8152	PLAN/323 SPEEN	BD	180	4,449.02	-	-	4,449.02
8153	PLAN/TRAFFIC IMP	BD	180	20.76	-	-	20.76
8155	PLAN/BOSTON SCIENCE	BD	180	10,000.00	-	-	10,000.00
8157	PLAN NAT/PROMENA	BD	180	-	-	-	-
8158	PLAN FEE/SUNOCO	BD	180	375.00	-	-	375.00
8159	PLAN BD/NAT MALL EXP	BD	180	-	-	-	-
8161	PLAN/DICKS SPORT	BD	180	-	-	-	-
8162	OXBOW HUGES REVIEW	BD	180	5,117.44	5,117.44	-	0.00
8163	PLAN/WSHG AV/RTE 135	BD	180	773.76	-	-	773.76
8165	PLAN/EASTERN BANK	BD	180	-	-	-	-
8168	PLAN/SO NAT HLS	BD	180	179,034.66	-	-	179,034.66
8172	PLAN/CHRYSLR ROAD	BD	180	-	-	-	-
8181	PEER RV	BD	180	-	-	-	-
8182	PAPERBOARD PEER REVIEW	BD	180	1.52	-	-	1.52
8187	PLANG HUNTER HILL PEER REVIEW	BD	180	23.38	-	-	23.38
8188	PLAN/GYM EXPRESS	BD	180	-	-	-	-
8193	PLAN RIVERBEND PEER REVIEW	BD	180	-	-	-	-
8194	FED EX PEER	BD	180	-	-	-	-
8210	ZBA PEER REVIEW	BD	180	6,423.26	4,500.00	-	1,923.26
8211	WEGMAN'S PEER REVIEW	BD	180	-	-	-	-
8212	OXBOW PEER REVIEW TECH CIRCLE	BD	180	902.45	-	-	902.45
8214	ELIOT STREET - GREEN INT'L PEER REVIEW	BD	180	-	-	-	-
TOTAL GUARANTEE BID DEPOSITS				230,678.19	9,617.44	-	221,060.75

8110	FIRE SPECIAL DUTY	FD	220	(106,966.77)	311,046.03	286,432.90	(131,579.90)
	<b>TOTAL FIRE OFF DUTY DETAIL</b>			<b>(106,966.77)</b>	<b>311,046.03</b>	<b>286,432.90</b>	<b>(131,579.90)</b>
8101	FIREARMS	O	210	2,495.70	17,275.00	16,262.50	1,483.20
8102	COPY CENTER CHARGES	O	134	3,168.50	(495.00)	-	3,663.50
8103	MISC CASH CHARGES	O	134	7,924.08	(6,212.17)	-	14,136.25
8107	BOARD HEALTH MEHA	O	512	-	-	-	-
8108	BLUE CROSS EMPLOYEE	O	145	15,765.33	-	-	15,765.33
8111	CONCOM	O	180	-	-	-	-
8112	TAX FORECLOSURE	O	145	6,275.00	-	-	6,275.00
8113	NATICK MALL MITIGATION	O	180	-	-	-	-
8114	DISABILITY INS REFN	O	145	306.60	-	-	306.60
8115	ANNUITY	O	145	441.01	-	-	441.01
8117	ENG SITE REVIEW	O	180	191.14	-	-	191.14
8119	CONS COMM/NAT RAC	O	180	-	-	-	-
8124	WESTPRK WATER SPL	O	180	-	-	-	-
8129	CABLE/PHEASANT	O	180	-	-	-	-
8131	LMW/C PARAMEDIC	O	220	455.86	-	-	455.86
8132	MWRA LEACH LN	O	180	4,211.38	-	-	4,211.38
8133	CABLE/HOME DEPOT	O	220	2,125.00	2,072.00	-	53.00
8134	CABLE/FROST & WIN	O	180	450.00	-	-	450.00
8135	CABLE/MCI METRO	O	220	362.50	-	-	362.50
8154	P/FEE SPRINT	O	180	1,192.00	-	-	1,192.00
8156	COLOR FEE	O	146	(4,849.32)	56,158.00	58,630.00	(2,377.32)
8160	FAM NETWORK	O	114	72.76	-	-	72.76
8164	C/COM SHADOW STUDY	O	180	-	-	-	-
8166	CROSSROADS FOUNDATION	O	630	0.54	-	-	0.54
8167	WIRELESS COMM STUDY	O	180	20,132.00	-	-	20,132.00
8169	HUNTERS HILL	O	180	-	-	-	-
8170	MATHWORKS TRAFFIC STUDY	O	180	-	-	-	-
8171	LAND DISTURBANCE (CONCOMM)	O	180	86,380.16	107.10	14,906.00	101,179.06
8173	VERIZON PEG	O	145	353,838.54	88,808.48	280,364.87	545,394.93
8174	WATER TOWER HOOK UP	O	180	12,414.77	-	-	12,414.77
8175	BACON FREE RENOVATIONS	O	615	75.00	-	-	75.00
8176	75 ROCK	O	180	18,242.47	-	-	18,242.47
8177	CRT RT30 SIGNAL	O	180	-	-	-	-
8178	COG HOME	O	180	18,515.00	-	-	18,515.00
8179	MALL LANDSCAPE ARCH	O	180	5,000.00	-	-	5,000.00
8180	GLENWOOD UG UTILITIES	O	180	20,000.00	-	-	20,000.00
8183	CC REVIEW	O	180	634.20	-	-	634.20
8184	BRIDGE LN	O	134	200.00	-	-	200.00
8185	FIRE INSPEC	O	220	25,000.00	43,800.00	49,200.00	30,400.00
8186	42 LEACH	O	180	30,000.00	-	-	30,000.00
8189	CREDIT UNION REFUND	O	134	95.55	-	-	95.55
8190	MEDICARE TAX REIMB	O	134	-	-	-	-
8191	CHRYL 408	O	180	1,106,518.05	-	-	1,106,518.05
8192	MEADOWS II	O	180	-	-	-	-
8195	8-10 GRANT STREET	O	180	-	-	-	-
8196	186 EAST CENTRAL	O	180	-	-	-	-
8197	COFFEE FUND TOWN HALL	O	123	236.82	159.82	-	77.00
8199	TOWN HALL CAFE	O	145	72.10	-	-	72.10
8200	LIGHTOWER POLE EASEMENT	O	123	-	-	-	-

8201	CREDIT CARD DEPOSIT - COA/POLICE	O	145	15.95	-	-	15.95
8202	BOH WALNUT HILL PERF BOND	O	180	-	-	-	-
8203	BERNARDI AUTO - FINDING #7	O	180	-	-	-	-
8204	MATHWORKS PEER REVIEW	O	180	-	-	-	-
8205	PRIMROSE SCHOOL FUND	O	300	-	-	-	-
8206	FEDEX MITIGATION 6.A	O	180	-	-	-	-
8207	FEDEX LANDSCAPING BOND	O	180	25,400.00	-	-	25,400.00
8213	RTE 9/27 PLAZA PEER REVIEW	O	180	-	-	-	-
8215	PEER REVIEW MCHUGH FARM	O	180	886.63	-	-	886.63
8216	BOND LOT 5,6,7 WELLESLEY RD	O	180	80,000.00	-	-	80,000.00
8220	STREET OPENING DEPOSIT	O	180	165,000.00	19,000.00	86,000.00	232,000.00
8900	BENNETT HEMENWAY SCHOOL	O	300	(1,987.55)	8,607.00	8,528.60	(2,065.95)
8901	BROWN SCHOOL	O	300	-	-	-	-
8902	JOHNSON SCHOOL	O	300	-	-	-	-
8903	LILJA SCHOOL	O	300	0.11	-	-	0.11
8905	KENNEDY SCHOOL	O	300	70,425.84	119,835.78	126,244.47	76,834.53
8906	WILSON SCHOOL	O	300	41,038.72	62,202.00	65,341.06	44,177.78
8907	HIGH SCHOOL	O	300	234,616.27	304,487.14	331,619.12	261,748.25
8950	RETIREMENT BOARD	O	134	119.48	193,338.63	186,111.87	(7,107.28)
<b>TOTAL OTHER</b>				<b>2,353,458.19</b>	<b>909,143.78</b>	<b>1,223,208.49</b>	<b>2,667,522.90</b>
8109	POLICE SPECIAL DUTY	PD	210	(201,269.53)	810,221.95	793,070.02	(218,421.46)
<b>TOTAL POLICE OFF DUTY DETAIL</b>				<b>(201,269.53)</b>	<b>810,221.95</b>	<b>793,070.02</b>	<b>(218,421.46)</b>
<b>TOTAL AGENCY FUNDS</b>				<b>2,275,900.08</b>	<b>2,040,029.20</b>	<b>2,302,711.41</b>	<b>2,538,582.29</b>

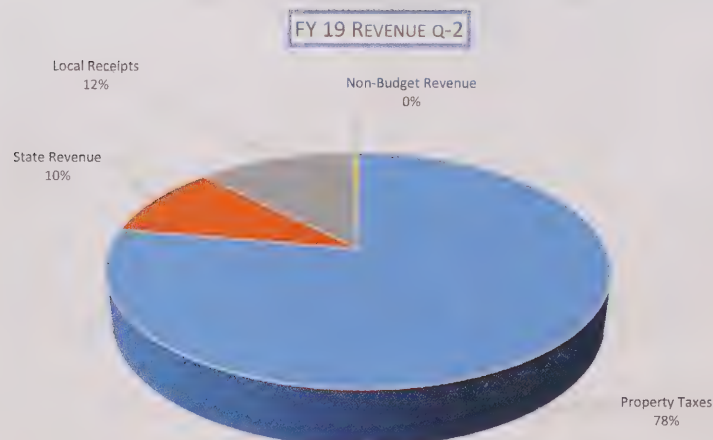


# Town of Natick

Revenue  
FY 2019

ACCOUNT	ACCOUNT DESCRIPTION	BUDGET	ACTUAL	REMAINING	PCT
<b>Property Tax</b>					
4110	PERSONAL PROPERTY TAX	1,922,618.69	1,864,250.59	615,374.24	97.0%
4120	REAL ESTATE TAX	109,459,256.92	108,386,089.24	1,073,167.68	99.0%
	<b>Total Taxes</b>	<b>111,381,875.61</b>	<b>110,250,339.83</b>	<b>1,688,541.92</b>	<b>99.0%</b>
<b>State Receipts</b>					
4610	STATE REIMB FOR LOSS OF T	0.00	0.00	-	
4620	STATE - EDUCATION	9,787,983.00	9,821,917.00	-33,934.00	100.3%
4660	STATE - GENERAL	4,296,731.00	4,302,123.00	-5,392.00	100.1%
	<b>Total Cherry sheet</b>	<b>14,084,714.00</b>	<b>14,124,040.00</b>	<b>-39,326.00</b>	<b>100.3%</b>
<b>Local Receipts</b>					
4150	MOTOR VEHICLE EXCISE TAX	5,900,000.00	5,692,327.71	207,672.29	96.5%
4160	BOAT EXCISE TAX	3,000.00	3,207.00	-207.00	106.9%
4170	PEN & INT ON TAXES	394,350.00	333,530.19	60,819.81	84.6%
4180	PAYMENT IN LIEU OF TAX	35,950.00	37,771.33	-1,821.33	105.1%
4190	OTHER TAXES	2,400,000.00	2,520,077.53	-120,077.53	105.0%
4220	SUPPLEMENT TAXES	550,000.00	943,219.28	-393,219.28	171.5%
4250	DPW NON UTILITY USAGE CHG	0.00	115,961.00	(115,961.00)	
4320	DEPARTMENTAL FEES	3,002,900.00	3,031,493.39	-28,593.39	101.0%
4360	POLICE RENTALS	49,000.00	57,520.50	-8,520.50	117.4%
4370	OTHER DEPT REVENUE	804,959.00	2,190,203.68	-1,385,244.68	272.1%
4457	LICENSE & PERMITS	2,400,000.00	944,012.35	1,455,987.65	39.3%
4770	FINES AND FORFEITS	200,000.00	106,883.14	93,116.86	53.4%
4800	COLLECTOR'S MISC		1,427.89	(1,427.89)	
4810	SALE OF INVENTORY	0.00	325.00	(325.00)	
4820	INVESTMENT INCOME	439,075.00	1,171,263.81	(732,188.81)	266.8%
4680	MEDICAID Revenue	100,000.00	100,000.00	-	
4845	MISC NON -REC (PENS COLA)	0.00	2,469.96	(2,469.96)	
	<b>Total Local Receipts</b>	<b>16,279,234.00</b>	<b>17,251,693.76</b>	<b>-972,459.76</b>	<b>106.0%</b>
<b>Non-Budget Revenue</b>					
	tr from sp rev		0.00		
	Indirect	2,262,021.00	2,262,021.00		
4140	<b>TAX TITLE</b>	0.00	450,299.63	(450,299.63)	
	<b>CHAPTER LAND</b>		1,074.37	(1,074.37)	
	<b>Total Non Budgeted Revenue</b>	<b>2,262,021.00</b>	<b>2,713,395.00</b>	<b>(451,374.00)</b>	
<b>Totals</b>					
		<b>144,007,844.61</b>	<b>144,339,468.59</b>	<b>676,756.16</b>	<b>100.2%</b>

Property Taxes	111,381,875.61	110,250,339.83	77.6%
State Revenue	14,084,714.00	14,124,040.00	9.9%
Local Receipts	16,279,234.00	17,251,693.76	12.1%
Non-Budget Revenue	0.00	451,374.00	0.3%



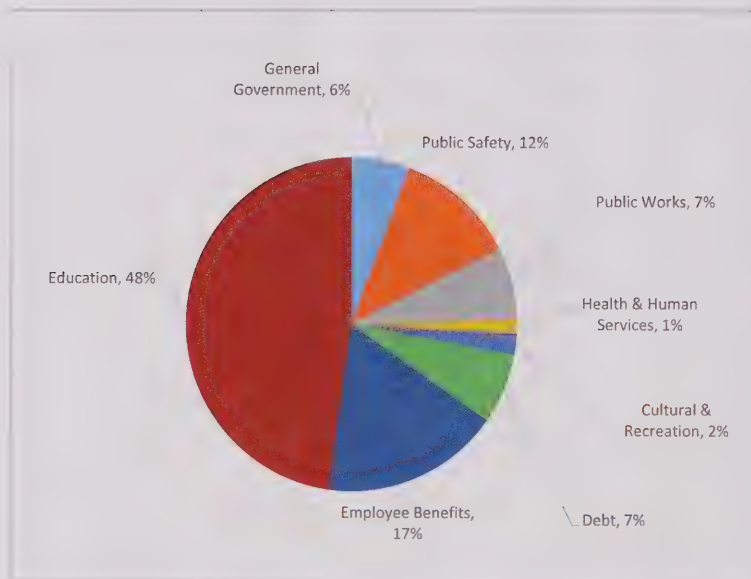
**Town of Natick**  
**Budget to Actual Expenses**  
**FY 2019**

DEPT N	ACCOUNT DESCRIPTION	ORIGINAL APPROP	TRANSFRS/ADJSM	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDG	% USED
115	PRINTING TOWN REPORT	4,100	0	4,100	4,100.00	0.00	0	100.00
117	INSURANCE PROPERTY/LIABILI	756,237	5,243	761,480	742,467.18	0.00	19,013	97.50
123	BD SELECTMEN/TN ADMINISTRA	2,776,747	-652,922	2,123,825	1,251,157.08	0.00	872,668	58.90
131	FINANCE COMMITTEE	37,800	0	37,800	20,721.41	0.00	17,079	54.80
132	RESERVE FUND	250,000	0	250,000	0.00	0.00	250,000	0.00
134	COMPTROLLER	399,489	43,091	442,580	338,171.77	0.00	104,408	76.40
135	FINANCE DEPARTMENT	81,900	19,825	101,725	100,910.59	0.00	814	99.20
141	ASSESSORS	474,420	56,043	530,463	378,998.76	0.00	151,464	71.40
145	TREASURER	604,482	2,849	607,331	456,411.19	0.00	150,920	75.20
146	COLLECTOR OF REVENUE	0	4,686	4,686	4,686.05	0.00	0	100.00
151	LEGAL SERVICES -TOWN COUNS	342,100	50,004	392,104	335,647.93	0.00	56,456	85.60
152	PERSONNEL BOARD	1,000	0	1,000	0.00	0.00	1,000	0.00
155	INFORMATION SYSTEMS	1,320,899	90,326	1,411,225	1,344,397.87	0.00	66,827	95.30
161	TOWN CLERK	311,572	3,731	315,303	300,468.18	0.00	14,835	95.30
162	BOARD OF REGISTRARS	115,190	1,794	116,984	101,407.71	0.00	15,576	86.70
180	COMMUNITY DEVELOPMENT	924,355	8,147	932,502	961,167.90	0.00	-28,666	103.10
185	Affordable Housing Trust	50,000	30,000	80,000	80,000.00	0.00	0	100.00
192	PUBLIC BLDGS PROP MAINT	1,517,450	83,488	1,600,938	1,491,456.53	0.00	109,482	93.20
<b>General Government</b>		<b>9,967,741.00</b>	<b>-253,695.44</b>	<b>9,714,045.56</b>	<b>7,912,170.15</b>	<b>0.00</b>	<b>1,801,875.41</b>	<b>81.5%</b>
210	POLICE DEPARTMENT	7,016,221	795,121	7,811,342	7,692,680.82	0.00	118,661	98.50
220	FIRE DEPARTMENT	8,716,273	11,017	8,727,290	8,636,769.98	0.00	90,520	99.00
244	WEIGHTS/MEASURES	31,290	0	31,290	31,291.57	0.00	-2	100.00
246	PARKING ENFORCEMENT	137,572	0	137,572	111,464.99	0.00	26,107	81.00
251	NATICK EMERGENCY MANAGEMEN	39,100	0	39,100	32,188.38	0.00	6,912	82.30
<b>Public Safety</b>		<b>15,940,456.00</b>	<b>806,138.16</b>	<b>16,746,594.16</b>	<b>16,504,395.74</b>	<b>0.00</b>	<b>242,198.42</b>	<b>98.6%</b>
410	PUBLIC WORKS ENGINEERING	608,326	65,618	673,944	462,704.29	0.00	211,240	68.70
420	PUBLIC WORKS - ADMIN	383,884	16,141	400,025	368,011.04	0.00	32,014	92.00
426	PUBLIC WORKS EQUIP MAINT	990,275	2,303	992,578	1,116,093.07	0.00	-123,515	112.40
427	PUBLIC WORKS LFNR	1,044,855	4,927	1,049,782	1,043,828.02	0.00	5,954	99.40
429	PUB WKS HWY MAINT/SANT/REC	3,624,590	47,265	3,671,855	3,864,232.64	0.00	-192,378	105.20
450	FACILITIES MANAGEMENT	3,308,705	76,924	3,385,629	2,923,925.77	0.00	461,703	86.40
<b>Public Works</b>		<b>9,960,635.00</b>	<b>213,178.49</b>	<b>10,173,813.49</b>	<b>9,778,794.83</b>	<b>0.00</b>	<b>395,018.66</b>	<b>96.1%</b>
512	BOARD OF HEALTH	650,823	14,350	665,173	639,043.69	0.00	26,129	96.10
520	HUMAN SERVICES	132,700	6,795	139,495	136,070.83	0.00	3,424	97.50
540	COMMUNITY SERVICES ADMIN	277,320	0	277,320	275,412.64	0.00	1,907	99.30
541	COUNCIL ON AGING	367,032	6,523	373,555	327,506.38	0.00	46,048	87.70
543	VETERANS SERVICES	472,360	1,293	473,653	331,157.85	0.00	142,496	69.90
545	COMM ORGANIC FARM	180,700	1,807	182,507	175,207.66	0.00	7,299	96.00
549	COMMISSION ON DISABILITY	750	0	750	59.43	0.00	691	7.90
<b>Health &amp; Human Services</b>		<b>2,081,685.00</b>	<b>30,767.88</b>	<b>2,112,452.88</b>	<b>1,884,458.48</b>	<b>0.00</b>	<b>227,994.40</b>	<b>89.2%</b>
610	MORSE INSTITUTE LIBRARY	2,244,799	3,821	2,248,620	2,179,392.42	0.00	69,227	96.90
615	BACON FREE LIBRARY	184,503	4,166	188,669	177,620.64	0.00	11,048	94.10
630	RECREATIONS AND PARKS	462,766	23,178	485,944	476,837.85	0.00	9,106	98.10
690	ARTS COUNCIL	700	0	700	68.38	0.00	632	9.80
691	HISTORIC COMMISSION	750	0	750	61.56	0.00	688	8.20
692	HISTORIC DISTRICT COMMISSI	550	49	599	386.76	0.00	212	64.60
<b>Cultural &amp; Recreation</b>		<b>2,894,068.00</b>	<b>31,213.26</b>	<b>2,925,281.26</b>	<b>2,834,367.61</b>	<b>0.00</b>	<b>90,913.65</b>	<b>96.9%</b>
710	INTEREST AND MATURING DEBT	12,385,021	-1,694,125	10,690,896	9,540,738.64	0.00	1,150,157	89.20
<b>Debt</b>		<b>12,385,021.00</b>	<b>-1,694,125.00</b>	<b>10,690,896.00</b>	<b>9,540,738.64</b>	<b>0.00</b>	<b>1,150,157.36</b>	<b>89.2%</b>
910	OTHER EMPLOYEE BENEFITS	15,826,586	109,160	15,935,746	14,919,431.78	0.00	1,016,314	93.60
911	RETIREMENT BOARD	9,393,294	0	9,393,294	9,393,294.00	0.00	0	100.00
912	NON-CONTRIBUTORY PENSIONS	23,122	0	23,122	17,592.72	0.00	5,529	76.10
<b>Employee Benefits</b>		<b>25,243,002.00</b>	<b>109,159.90</b>	<b>25,352,161.90</b>	<b>24,330,318.50</b>	<b>0.00</b>	<b>1,021,843.40</b>	<b>96.0%</b>
<b>Town departments Total</b>		<b>78,472,608.00</b>	<b>-757,362.75</b>	<b>77,715,245.25</b>	<b>72,785,243.95</b>	<b>0.00</b>	<b>4,930,001.30</b>	<b>93.7%</b>
300	ADMINISTRATION	10,658,756	135,458	10,794,214	10,747,264.22	0.00	46,950	99.60
310	REGULAR EDUCATION	35,851,241	93,867	35,945,108	35,252,041.95	0.00	693,066	98.10
313	IT	2,553,548	6,000	2,559,548	2,330,108.37	0.00	229,440	91.00
320	SPECIAL EDUCATION	15,167,884	19,518	15,187,402	15,860,680.18	0.00	-673,279	104.40
330	ENGLISH LANGUAGE LEARNERS	646,421	0	646,421	468,378.45	0.00	178,043	72.50
350	School 504 MED/TH	120,000	0	120,000	20,634.00	0.00	99,366	17.20
360	PRESCHOOL	758,430	0	758,430	798,288.62	0.00	-39,859	105.30
370	NORTHSTAR	501,287	738	502,025	482,634.46	0.00	19,391	96.10
380	OTHER	168,646	0	168,646	179,158.54	0.00	-10,513	106.20
390	TECHNOLOGY	523,305	0	523,305	605,121.24	0.00	-81,816	115.60
<b>Education</b>		<b>66,949,518.00</b>	<b>255,580.79</b>	<b>67,205,098.79</b>	<b>66,744,310.03</b>	<b>0.00</b>	<b>460,788.76</b>	<b>99.3%</b>
<b>Town Total</b>		<b>145,422,126.00</b>	<b>-501,781.96</b>	<b>144,920,344.04</b>	<b>139,529,553.98</b>	<b>0.00</b>	<b>5,390,790.06</b>	<b>96.3%</b>

**Town of Natick**  
**Budget to Actual Expenses**  
**FY 2019**

General Government	5.7%
Public Safety	11.8%
Public Works	7.0%
Health & Human Services	1.4%
Cultural & Recreation	2.0%
Debt	6.8%
Employee Benefits	17.4%
Education	47.8%

**FY 2019 Expenditures**





**Town of Natick  
Calendar Year 2019**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
<b><u>ADMINISTRATION</u></b>						
BLONDIET	DOROTHY	DIRECTOR PERSONNEL	82,115.33	-	750.00	82,865.33
CATALDO	ANGELA	PERSONNEL COORDINATOR	32,596.20	-	-	32,596.20
CHENARD	WILLIAM	DEPUTY TOWN ADMINISTRATOR	148,359.05	-	2,000.00	150,359.05
CLARK	LINDA	BENEFIT MANAGER	70,754.82	-	-	70,754.82
DONOVAN	DONNA	SR EXECUTIVE ASSISTANT	66,460.84	-	5,750.00	72,210.84
LEBLANC	BRYAN	PROCUREMENT OFFICER	86,436.72	-	3,250.00	89,686.72
MALONE	MELISSA	TOWN ADMINISTRATOR	189,999.93	-	-	189,999.93
ONEIL	PATRICIA	EXECUTIVE ASSISTANT	50,697.78	-	5,025.20	55,722.98
TOWNSEND	JOHN	DEPUTY TA / FIN DIRECTOR	150,293.03	-	3,500.00	153,793.03
WILSON MARTIN	JILLIAN	SUSTAINABILITY COORD	65,060.56	-	750.00	65,810.56
			<b>942,774.26</b>	<b>-</b>	<b>21,025.20</b>	<b>963,799.46</b>
<b><u>COMPTROLLER</u></b>						
BEN-CHERQUI	RITA-ANNE	PAYROLL MANAGER	8,740.37	-	552.19	9,292.56
DORVAL	FRANCESSE	ASSISTANT COMPTROLLER	53,942.40	-	-	53,942.40
MACKENZIE	SHANNON	ASSISTANT COMPTROLLER	2,563.51	-	2,808.28	5,371.79
MEHTA	ARTI	COMPTROLLER	118,276.47	-	1,750.00	120,026.47
MUI	THOMAS	FINANCE COORDINATOR	19,000.00	-	-	19,000.00
ROZON	DONNA	PAYROLL MANAGER	49,361.55	-	500.00	49,861.55
SCHOFIELD	LESLIE	PAYROLL MANAGER	6,879.80	-	-	6,879.80
TOMASETTI	CYNTHIA	STAFF ACCOUNTANT	76,954.78	-	500.00	77,454.78
			<b>335,718.88</b>	<b>-</b>	<b>6,110.47</b>	<b>341,829.35</b>
<b><u>FINANCE</u></b>						
O BRIEN	SEAN	SPECIAL ASSISTANT TO FIN DIR	101,705.93	-	2,250.00	103,955.93
			<b>101,705.93</b>	<b>-</b>	<b>2,250.00</b>	<b>103,955.93</b>
<b><u>TREASURER/COLLECTOR</u></b>						
BARTON	KRISTIN	ADMINISTRATIVE ASSISTANT	13,510.70	-	1,011.24	14,521.94
DOLPH	CHRISTINE	ADMINISTRATIVE ASSISTANT	24,676.08	50.56	-	24,726.64
HENNIGAN	MEGHAN	ADMINISTRATIVE ASSISTANT	4,400.95	-	-	4,400.95
NGUYEN	SARAH	ASSISTANT COLLECTOR/TREASURER	50,407.68	1,421.48	-	51,829.16
PHILLIPSON	CATHERINE	EXECUTIVE ASSISTANT 1116 CLKS	56,550.38	770.99	-	57,321.37
PILLA	JUSTINA	ADMIN ASSIST RETIRED	22,977.85	-	-	22,977.85
PRICE	STEPHEN	COLLECTOR TREASURER	122.50	-	-	122.50
RODRIGUEZ	BARBARA	ADMINISTRATIVE ASSISTANT	24,928.56	67.41	-	24,995.97
SHERMAN	DEBBIE JO	COLLECTOR TREASURER	97,561.62	-	1,000.00	98,561.62
SPENCER	MARGARET	ADMINISTRATIVE SUPPORT	15,519.28	-	-	15,519.28
TRIFERO	BRITTNEY	ADMINISTRATIVE ASSISTANT	343.00	-	-	343.00
			<b>310,998.60</b>	<b>2,310.44</b>	<b>2,011.24</b>	<b>315,320.28</b>
<b><u>ASSESSORS</u></b>						
DANGELO	JANICE	DIRECTOR OF ASSESSING	5,492.89	-	12,258.69	17,751.58
HANSBERRY	ANN	ASSISTANT ASSESSOR	61,547.74	-	500.00	62,047.74
HENDERSON	ERIC	DIRECTOR OF ASSESSING	104,385.85	-	2,000.00	106,385.85
OBRIEN	MARK	ASSISTANT ASSESSOR	22,106.22	-	-	22,106.22
RANKIN	DANA	ASSISTANT ASSESSOR	61,547.77	-	500.00	62,047.77
REDDOCH	TERESA	EXECUTIVE ASSISTANT 1116 CLKS	56,533.90	-	1,125.00	57,658.90
SIRAFOS	COLE	CLERICAL ASSISTANT	44.00	-	-	44.00
			<b>311,658.37</b>	<b>-</b>	<b>16,383.69</b>	<b>328,042.06</b>
<b><u>TOWN CLERK</u></b>						
BLATZ	DEBRA	ADMINISTRATIVE ASSISTANT	53,095.94	338.13	750.00	54,184.07
GRAVELINE	KERRY	EXECUTIVE ASSISTANT 1116 CLKS	56,557.85	274.60	1,110.00	57,942.45
PACKER	DIANE	TOWN CLERK	97,250.01	-	1,000.00	98,250.01
SHAW	LAURIE	ADMINISTRATIVE ASSISTANT	53,082.85	713.52	1,000.00	54,796.37
			<b>259,986.65</b>	<b>1,326.25</b>	<b>3,860.00</b>	<b>265,172.90</b>
<b><u>REGISTRARS</u></b>						
AWKWARD	ROBERT	ASSISTANT REGISTRAR	965.16	-	-	965.16
LAFLUR	SANDRA	ASSISTANT REGISTRAR	402.15	-	-	402.15
NORTHGRAVES	NANCY	ASSISTANT REGISTRAR	965.16	-	-	965.16
PACKER	DIANE	REGISTRAR	3,200.04	-	-	3,200.04
YOBACCIO	ELIZABETH	ASSISTANT REGISTRAR	482.58	-	-	482.58
			<b>6,015.09</b>	<b>-</b>	<b>-</b>	<b>6,015.09</b>
<b><u>COMMUNITY DEVELOPMENT</u></b>						
BOURET	KEVIN	PLUMBING AND WIRING INSPECTOR	22,382.25	-	-	22,382.25
CHAVIOUS	SCOTT	PLUMBING AND WIRING INSPECTOR	84,460.20	-	-	84,460.20
CONNELLY	NICOLE	CLERICAL ASSISTANT	517.50	-	-	517.50
CONNELLY	MICHAEL	LOCAL BUILDING INSPECTOR	79,772.41	-	-	79,772.41
CONRAD	LORNA	CLERICAL ASSISTANT	15,389.44	-	-	15,389.44
COVIELLO	MARK	PART TIME CONSTRUCTION INSPECTOR	43,505.72	-	-	43,505.72
DEMPESEY	ROBERT	INSPECTOR OF PLUMBING	55,626.30	-	-	55,626.30
DUFFY	JOHN	INSPECTOR OF PLUMBING	23,755.68	-	-	23,755.68
DUMAS	AMANDA	ADMINISTRATIVE ASSISTANT	367.32	1,494.66	-	1,861.98
ERRICKSON	JAMES	DIRECTOR COMMUNITY DEVELOPMENT	66,553.61	-	-	66,553.61
FIELDS	EDWIN	SENIOR PLANNER	84,210.35	-	1,500.00	85,710.35
FREAS	JAMES	DIRECTOR COMMUNITY DEVELOPMENT	10,153.84	-	-	10,153.84
GREL	ANN	SENIOR EXECUTIVE CD/DPW ASSIST	61,748.94	13,157.74	2,500.00	77,406.68
GUSMINI	DAVID	BUILDING COMMISSIONER	103,502.37	-	2,351.36	105,853.73
IAROSSI	MARIANNE	PLANNER/CONSERVATION AGENT	23,023.06	-	-	23,023.06
LIBBY	ERIC	LOCAL BUILDING INSPECTOR	71,853.50	-	-	71,853.50
MCCLELLAN	SUSAN	ADMINISTRATIVE ASSISTANT	53,131.31	3,015.81	1,125.00	57,272.12
MICHALSKI	LAUREN	ADMINISTRATIVE ASSISTANT	45,039.20	2,806.23	-	47,845.43
PARSONS	VICTORIA	PLANNER/CONSERVATION AGENT	35,051.71	-	1,469.10	36,520.81
			<b>880,044.71</b>	<b>20,474.44</b>	<b>8,945.46</b>	<b>909,464.61</b>
<b><u>FACILITY MANAGEMENT</u></b>						
ALBINO	DAVID	CUSTODIAN - JR I AFTERNOON	27,997.54	1,691.64	250.00	29,939.18
ASSENCOA	SAMUEL	CUSTODIAN PART TIME	2,226.00	-	-	2,226.00
ASSENCOA	WALTER	CUSTODIAN - JR I NIGHT	160.28	-	-	160.28
BASTIEN	JEFFREY	CUSTODIAN - JR II AFTERNOON	48,940.24	7,148.80	1,050.00	57,139.04
BORGMAN	TEDDY	CUSTODIAN PART TIME	3,550.00	-	-	3,550.00
BOTELHO	EMERSON	CUSTODIAN - JR II AFTERNOON	43,075.52	4,499.46	250.00	47,824.98
CAIN	CAROLYN	SPECIAL ASST MAINT DIRECTOR	58,058.22	-	-	58,058.22
CALDERON	ISMAEL	CUSTODIAN ASSISTANT NIGHT	57,740.89	22,004.92	1,050.00	80,795.81
CANNON	RYAN	CUSTODIAN - JR II NIGHT	30,443.74	7,543.01	250.00	38,236.75
CARTER	JEFFREY	CUSTODIAN SR III	58,840.54	10,504.67	1,450.00	70,795.21
CELOY	LUBIN	CUSTODIAN - JR I NIGHT	6,870.89	-	-	6,870.89
CORONADO	WILLIAM	CUSTODIAN - JR I NIGHT	5,283.60	238.99	-	5,522.59
COXALL	KEVIN	MAINTENANCE MANAGER	83,697.70	-	1,750.00	85,447.70
D AGOSTINO	MARK	CUSTODIAN - SR I DAY	53,264.02	11,714.40	650.00	65,628.42
DANIELS	DAVID	CUSTODIAN - JR I NIGHT	26,338.93	3,143.58	250.00	29,732.51
FAMANIA	GILBERTO	CUSTODIAN - SR I DAY	53,276.33	10,649.05	1,050.00	64,975.38
FAMANIA	CARLOS	CUSTODIAN - SR I DAY	53,700.27	23,918.88	1,450.00	79,069.15
FAMANIA	GILBERTO	CUSTODIAN - JR II NIGHT	39,581.85	2,295.40	250.00	42,127.25
FAMANIA	CARLOS	CUSTODIAN - JR II AFTERNOON	451.00	-	-	451.00
FOWLER	CHRIS	CUSTODIAN - JR II DAY	47,836.98	8,713.49	1,050.00	57,600.47
GADSON	JOHN	FACILITY SERVICES DIRECTOR	15,384.61	-	1,538.16	16,922.77
GALAN	LUIS	CUSTODIAN - JR II AFTERNOON	48,707.90	2,506.99	1,050.00	52,264.89

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
GILBERT	CHRIS	CUSTODIAN - SR I DAY	53,157.51	4,699.48	2,250.00	60,106.99
GILBERT	SHAWN	CUSTODIAN - SR I DAY	53,189.28	8,486.63	2,250.00	63,925.91
GORMAN	SHAUN	CUSTODIAN PART TIME	2,346.00	-	-	2,346.00
HALLORAN	DANIEL	CUSTODIAN - JR II AFTERNOON	47,379.08	1,851.90	250.00	49,480.98
HARRIS	ROBERT	CUSTODIAN - JR I AFTERNOON	47,927.03	4,562.00	1,450.00	53,939.03
JORDAN	CHRISTOPHER	CUSTODIAN - SR I DAY	53,204.06	8,322.52	650.00	62,176.58
KITTLER	ANDREW	CUSTODIAN PART TIME	3,400.00	-	-	3,400.00
KORPI	ERIKA	CUSTODIAN - JR I AFTERNOON	44,539.55	1,847.48	250.00	46,637.03
LAROSA	LEONARD	CUSTODIAN - SR I DAY	53,003.08	547.82	1,450.00	55,000.90
LEBLANC	CHRISTOPHER	CUSTODIAN - JR I NIGHT	6,480.00	-	-	6,480.00
MCNIFF	THOMAS	CUSTODIAN - JR I AFTERNOON	8,189.99	134.38	-	8,324.37
MEGAN	WILLIAM	CUSTODIAN - JR II AFTERNOON	33,496.74	2,258.92	250.00	36,005.66
MEIRA	LEONARDO	CUSTODIAN - JR I NIGHT	29,880.10	1,587.34	250.00	31,717.44
MELLISH	CAROLYN	MAINTENANCE III	56,121.34	2,592.18	1,650.00	60,363.52
MILLER	DEIRDRE	CUSTODIAN - JR I AFTERNOON	47,782.29	9,638.66	650.00	58,070.95
MOORES	DAVID	FAC CUSTODIAL SUPERVISOR	72,057.86	-	-	72,057.86
MOORES	DAVID	MAINTENANCE III	55,811.12	6,200.09	250.00	62,261.21
NOONAN	KENNETH	MAINT MECHANIC IV	72,630.90	-	250.00	72,880.90
OTERO	OSCAR	CUSTODIAN - SR I DAY	53,320.94	10,449.87	1,050.00	64,820.81
PERCE	CAMERON	CUSTODIAN PART TIME	9,564.00	-	-	9,564.00
PINI	ROBBY	CUSTODIAN PART TIME	5,044.00	-	-	5,044.00
PLANT	MARK	CUSTODIAN - SR I DAY	53,283.74	13,000.17	1,050.00	67,333.91
PONS	CONNOR	CUSTODIAN - JR I DAY	39,899.37	15,832.93	250.00	55,982.30
PORTER	EDWARD	MAINTENANCE III	56,482.99	6,821.04	850.00	64,154.03
REPELLA	TIMOTHY	CUSTODIAN PART TIME	7,310.10	-	-	7,310.10
RICHARD	MAURICE	MAINT MECHANIC IV	72,567.06	5,552.61	450.00	78,569.67
RINES	DAVID	CUSTODIAN - SR I DAY	53,193.30	7,437.99	650.00	61,281.29
RODRIGUES	DAVID	CUSTODIAN SR II	55,679.99	10,041.05	1,050.00	66,771.04
ROONEY	JAMES	CUSTODIAN SR III	55,460.72	27,034.96	250.00	82,745.68
ROSARIO	EMANUEL	CUSTODIAN - JR I NIGHT	39,855.40	9,476.94	250.00	49,582.34
ROSENQUIST	SHANE	CUSTODIAN - JR I AFTERNOON	39,382.28	11,091.81	250.00	50,724.09
RUTKOWSKI	RONALD	MAINT MECHANIC IV	73,004.67	15,329.24	1,450.00	89,783.91
SAMAYOA	MELVIN	CUSTODIAN - JR I NIGHT	45,344.33	4,914.25	250.00	50,508.58
SANDOVAL	ANTONIO	CUSTODIAN - JR I NIGHT	11,087.38	448.30	-	11,535.68
SLOTNICK	JACOB	CUSTODIAN PART TIME	3,706.25	-	-	3,706.25
SUTHERLAND	JAMES	CUSTODIAN PART TIME	4,221.75	-	-	4,221.75
WHITE	GREGORY	CUSTODIAN - JR I AFTERNOON	45,783.22	3,318.32	250.00	49,351.54
WHITE	SEAN	CUSTODIAN - JR I NIGHT	25,470.54	4,264.39	250.00	29,984.93
WIGHT	JAMES	CUSTODIAN - JR II AFTERNOON	48,885.72	8,105.20	250.00	57,240.92
WOOSTER	ROBERT	CUSTODIAN - JR I AFTERNOON	9,871.66	215.00	-	10,086.66
WRIGHT	DREW	CUSTODIAN - JR I DAY	43,891.96	16,781.93	250.00	60,923.89
			<b>2,358,334.35</b>	<b>339,418.68</b>	<b>33,988.16</b>	<b>2,731,741.19</b>
<b><u>WEIGHTS &amp; MEASURES</u></b>						
MULVEY	JOSEPH	LABORER III	30,706.02	-	-	30,706.02
			<b>30,706.02</b>	<b>-</b>	<b>-</b>	<b>30,706.02</b>
<b><u>COMMUNITY FARM</u></b>						
FERGASON	AUDREY	ASSIST DIRECTOR FARM	55,338.74	-	-	55,338.74
TOWNSEND	CASEY	DIRECTOR COMMUNITY FARM	72,210.02	-	2,000.00	74,210.02
UMBRELL	PATRICIA	FARM OFFICE ADMINISTRATOR	52,490.69	-	-	52,490.69
			<b>180,039.45</b>	<b>-</b>	<b>2,000.00</b>	<b>182,039.45</b>
<b><u>VETERANS SERVICES</u></b>						
CAREW	PAUL	VETERANS SERVICES OFFICER	73,167.32	-	1,250.00	74,417.32
YOUNG	SHEILA	EXECUTIVE ASSISTANT 1116 CLKs	56,533.35	-	1,125.00	57,658.35
			<b>129,700.67</b>	<b>-</b>	<b>2,375.00</b>	<b>132,075.67</b>
<b><u>COMMUNITY SERVICES</u></b>						
BRENNEMAN	JAMES	TRANSPORTATION COORDINATOR	680.00	-	-	680.00
BUD	DEBRA	SOCIAL WORKER	63,676.23	-	750.00	64,426.23
CHECKET	HELEN	SOCIAL WORKER COORDINATOR	75,226.94	-	-	75,226.94
COFFEY	MARY LOU	EXECUTIVE ASSISTANT 1116 CLKs	70,715.88	422.46	2,500.00	73,638.34
COLLARI	PATRICIA	CLERICAL ASSISTANT	15,663.99	-	-	15,663.99
COLON	KENNETH	BUILDING MONITOR II (REC)	10,167.58	875.00	-	11,042.58
EDWARDS	KAREN	OUTREACH COORDINATOR	52,031.16	-	5,250.00	57,281.16
FAGAN	ELIZABETH	SPECIAL ASSIST TO DIR COM SERV	60,938.83	-	-	60,938.83
GOLDMAN	ALLISON	ADMINISTRATIVE ASSISTANT	26,589.84	-	-	26,589.84
GOLDSTEIN	MINDY	PROGRAM ASSISTANT	8,505.00	-	-	8,505.00
HAYNES II	PIERRE	BUILDING MONITOR II (REC)	4,445.54	-	-	4,445.54
IYAS	RICHARD	TRANSPORTATION COORDINATOR	19,922.78	-	-	19,922.78
KIRBY	SHARON	PROGRAM ASSISTANT	28,844.90	-	-	28,844.90
LAM	FRANCIS	ADMINISTRATIVE ASSISTANT	27,918.48	-	-	27,918.48
LAMBERT	JEMMA	DIRECTOR OF COMMUNITY SERVICES	40,478.27	-	8,090.90	48,569.17
LISENBY	LARRY	BUILDING MONITOR II (REC)	5,446.78	-	-	5,446.78
MCNALLY	LORRAINE	ASSIST DIRECTOR COUNCIL AGING	65,044.50	-	500.00	65,544.50
MENSAH	SAMUEL	VAN DRIVER PART TIME	15,393.67	-	-	15,393.67
PIPE	MAUREEN	ADMINISTRATIVE ASSISTANT	7,711.26	-	-	7,711.26
PORTNOY	JOHN	BUS DRIVER	3,978.00	-	-	3,978.00
QUILLEN	LINDSAY	SOCIAL WORKER	23,660.00	-	-	23,660.00
QUINN	LAWRENCE	BUILDING MONITOR II (REC)	7,647.43	-	-	7,647.43
RAMSEY	SUSAN	DIRECTOR CDA/HUMAN SERV	89,612.27	-	2,250.00	91,862.27
ROURKE	JOHN	TRANSPORTATION COORDINATOR	15,537.21	-	-	15,537.21
RYDING	LAURI	PROGRAM ASSISTANT	18,859.36	-	-	18,859.36
WHITE	DANA	BUILDING MONITOR II (REC)	8,816.54	-	-	8,816.54
			<b>767,512.44</b>	<b>1,297.46</b>	<b>19,340.90</b>	<b>788,150.80</b>
<b><u>INFORMATION TECHNOLOGY</u></b>						
LEFRANCOIS	ROBERT	DIR INFORMATION TECHNOLOGY	116,042.73	-	-	116,042.73
LENTINI	KATHLEEN	COMMUNICATIONS/ INFO OFFICER	71,040.53	-	-	71,040.53
VALENTIN	JOEL	I/S NETWORK ADMINISTRATOR	85,558.15	-	-	85,558.15
WHELAN	GERALD	I/S DATA BASE ADMIN	85,558.16	-	-	85,558.16
			<b>358,199.57</b>	<b>-</b>	<b>-</b>	<b>358,199.57</b>
<b><u>DEPARTMENT OF PUBLIC WORKS</u></b>						
<b><u>Administration</u></b>						
ARENA BLAIR	CHERYL	SENIOR EXECUTIVE CD/DPW ASSIST	61,487.22	5,395.66	2,500.00	69,382.88
COTE	MELISSA	DEPARTMENT ASSISTANT	48,697.81	310.44	1,000.00	50,008.25
MARSETTE	JEREMY	DIRECTOR DEPT. PUBLIC WORKS	142,859.61	-	2,965.97	145,825.58
PROVENCAL JONES	MICHELLE	DPW DATA ANALYST	62,197.69	-	1,250.00	63,447.69
<b><u>Engineering</u></b>						
ALCOCK	BRIAN	CADD/GIS TECHNICIAN	73,448.94	-	6,400.00	79,848.94
DEROSA	WILLIAM	PART TIME CONSTRUCTION INSPECTOR	16,500.00	-	-	16,500.00
DIGIACOMO	JOHN	ASSISTANT TOWN ENGINEER	101,535.23	-	9,200.00	110,735.23
DONAHUE	ROBERT	PROJECT ENGINEER	10,833.41	-	-	10,833.41
HANSEN	JEFFREY	PROJECT ENGINEER	94,804.22	-	7,700.00	102,504.22
MCDOWELL	WILLIAM	TOWN ENGINEER	112,121.01	-	13,159.66	125,280.67
WARD	MICHAEL	INTERN COOP WORKER	13,706.00	-	-	13,706.00
<b><u>Equipment Maintenance</u></b>						
BRAZ	PEDRO	MECHANIC WELDER	23,213.61	4,246.12	-	27,459.73
CABRAL	MATTHEW	LEAD MECHANIC CERTIFIED	54,387.76	12,732.14	149.37	67,269.27
DAUKSZ	MATTHEW	LEAD MECHANIC	61,643.54	18,138.03	100.00	79,881.57
ERICO	ANDREW	MECHANIC WELDER	52,395.94	9,564.58	100.00	62,060.52
FIRTH	AUSTIN	MECHANIC WELDER	1,719.15	302.85	-	2,022.00
FISHER JR	KENNETH	DIVISION SUPERVISOR	98,928.76	-	9,627.47	108,556.23
HAYNES II	WESLEY	WORKING FOREMAN	62,194.90	9,198.25	1,099.04	72,492.19

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MURPHY	BENJAMIN	MECHANIC WELDER	60,258.33	7,865.86	191.88	68,316.07
ROCKWOOD	KEVIN	MECHANIC WELDER CERTIFIED	421.09	-	-	421.09
RUDY	RYAN	GENERAL FOREMAN CERTIFIED	68,332.85	8,969.46	1,662.50	78,964.81
WILLS	JEFFREY	LEAD MECHANIC CERTIFIED	24,474.66	5,373.47	3.75	29,851.88
<b>Highway &amp; Sanitation</b>						
CAISSIE	BRIAN	GENERAL FOREMAN	69,146.04	29,293.93	2,743.75	101,183.72
CAISSIE	MICHAEL	SANITATION DRIVER	57,445.93	8,450.48	3,618.10	69,514.51
CARRIGG	THOMAS	SANITATION DRIVER	59,148.31	12,259.97	925.00	72,333.28
CHRISTIE	CRAIG	LABORER 1	5,670.00	-	-	5,670.00
CLOUGHER	GERALD	WORKING FOREMAN	13,043.65	-	-	13,043.65
COCKER-KALLON	MUKEH	SKILLED LABORER	15,873.63	3,218.66	-	19,092.29
CORNELIUS	MATTHEW	SANITATION DRIVER	59,100.87	13,367.84	737.68	73,206.39
CUSTER	MICHAEL	SANITATION DRIVER	43,603.75	15,640.91	350.00	59,594.66
DANGELO	KEITH	SKILLED LABORER	10,915.59	5,534.64	64.18	16,514.41
HARMON	KYLE	SKILLED LABORER	43,342.62	10,801.64	718.07	54,862.33
HLADICK	THOMAS	HIGHWAY DIVISION SUPERVISOR	110,949.01	-	15,596.66	126,545.67
HOLMGREN	PAUL	SKILLED LABORER	56,705.21	19,653.72	745.99	77,104.92
HOPKINS	THOMAS	GENERAL FOREMAN	69,415.51	35,985.29	3,525.00	108,925.80
HOYT	MATTHEW	HEAVY EQUIPMENT OPERATOR	59,196.73	24,610.24	1,330.37	85,137.34
IVESON	JEFFREY	HEAVY EQUIPMENT OPERATOR	58,970.08	18,210.39	763.30	77,953.77
JEWELL	TYLER	SKILLED LABORER	17,057.56	4,850.14	-	21,907.70
LUTTRELL	MICHAEL	HEAVY EQUIPMENT OPERATOR	59,144.04	22,234.48	1,187.43	82,565.95
MCDONALD	SCOTT	SKILLED LABORER	25,686.60	7,388.48	423.01	33,498.09
MENOUSEX	JAMES	SANITATION DRIVER	43,334.98	17,600.72	422.31	61,358.01
MINEVICH	IGOR	SKILLED LABORER	34.04	-	-	34.04
OLSON	PATRICK	SKILLED LABORER	48,534.91	9,811.84	671.85	59,018.60
ORDWAY	RONALD	SKILLED LABORER	958.87	-	-	958.87
PALMER	JAYSON	SANITATION DRIVER	59,110.79	9,497.23	1,205.63	69,813.65
PARMENSI	JARED	SKILLED LABORER	442.56	-	-	442.56
PONS	MICHAEL	WORKING FOREMAN	62,726.08	29,670.47	2,065.94	94,462.49
PYNE	DANIEL	WORKING FOREMAN	61,348.29	22,333.66	1,002.37	84,684.32
QUILTY	THOMAS	SKILLED LABORER	57,740.62	21,230.64	1,892.79	80,864.05
SHAPINKO	YEVGENIY	SKILLED LABORER	47,476.46	4,974.94	692.08	53,143.48
SLAMIN	PETER	HEAVY EQUIPMENT OPERATOR	58,880.25	14,483.79	5,477.31	78,841.35
SPURLING	ANDREW	SKILLED LABORER	48,052.93	12,701.89	522.28	61,277.10
THOMPSON	MARK	SANITATION DRIVER	285.05	-	-	285.05
VASQUEZ	GERMAN	SKILLED LABORER	9,914.86	1,554.74	-	11,469.60
WALKER	GARY	WORKING FOREMAN	62,268.59	14,148.25	1,201.87	77,618.71
WHITE	RICHARD	LABORER 1	9,520.00	21.00	-	9,541.00
<b>Water &amp; Sewer</b>						
ARMISTEAD	CHASON	SKILLED LABORER	136.46	-	-	136.46
ASHEN	HARRISON	SKILLED LABORER	40,549.25	10,590.50	350.00	51,489.75
BURKE	EDWARD	ASSISTANT SUPERVISOR	94,804.23	-	8,550.00	103,354.23
CORLESS	JAMES	CRAFTSMAN	391.78	-	-	391.78
COSME	RANDY	CRAFTSMAN/HEAVY EQUIP OPERATOR	49,403.00	7,561.50	369.25	57,333.75
DEPINA	MANUEL	SKILLED LABORER	41,284.73	8,207.35	350.00	49,842.08
DINNOCENZO	DANIEL	HEAVY EQUIPMENT OPERATOR	57,949.79	16,598.46	2,437.63	76,985.88
HEFFLER	STEVEN	CHIEF PLANT OPERATOR	91,345.20	-	8,999.24	100,344.44
LIENHARD	THOMAS	WORKING FOREMAN W/LICENSE	78,380.07	20,989.82	3,987.50	103,357.39
MCGEEVER	MICHAEL	WORKING FOREMAN	62,585.60	22,493.78	1,550.44	86,629.82
NETO	ARISTOTELES	CRAFTSMAN	43,122.29	7,704.16	350.00	51,176.45
RAUSCH	ANNA	INTERN COOP WORKER	7,871.60	-	-	7,871.60
SEGALE	NICOLE	INTERN COOP WORKER	9,772.40	-	-	9,772.40
SMITH	MATTHEW	STATIONARY EQUIPMENT OPERATOR	47,634.36	14,815.81	3,650.00	66,100.17
SULLIVAN	WAYNE	CRAFTSMAN CAMERA TRUCK OPER.	60,562.05	9,234.91	3,275.00	73,071.96
AMES	RICHARD	GIS/TECHNOLOGY COORDINATOR	103,784.73	-	14,200.00	117,984.73
BROWN	ROBERT	NIGHT OPERATOR TRMNT PLANT	61,250.29	155.52	2,635.00	64,040.81
BURKE	KENNETH	STATION OPER LAB TECH	53,290.28	11,864.25	2,650.00	67,804.53
CIAPCIAK	CASEY	REGULATORY COMPLIANCE COORD	63,324.30	-	1,250.00	64,574.30
COELHO	VICTOR	SKILLED LABORER	19,409.59	4,230.30	350.00	23,989.89
COMEAU	ANTHONY	WATER/SEWER DIVISION SUPERVISOR	110,949.01	-	15,510.48	126,459.49
CRISAFULLI	SAMUEL	CRAFTSMAN	56,962.92	7,718.22	1,075.00	65,756.14
DOLLAWAY	JEFFREY	SKILLED LABORER	57,480.21	10,097.59	1,275.00	68,852.80
DREW	ALEX	WORKING FOREMAN	62,656.03	25,469.97	1,534.69	89,660.69
EFSTATHIOU	THEODORE	HEAVY EQUIPMENT OPERATOR	48,667.08	14,677.73	3,664.88	67,009.69
GASSETT	WILLIAM	STATION OPERATOR W/LICENSE	59,070.91	15,937.17	5,367.68	80,375.76
GIORGIO	PATRICK	STATION OPERATOR W/LICENSE	62,520.75	13,237.69	1,850.00	77,608.44
HENDRY	JAMIE	STATION OPER LAB TECH	62,379.32	19,702.02	3,700.00	85,781.34
JONES	JUDITH	EXECUTIVE ASSISTANT 1116 CLKS	56,285.64	843.09	6,125.00	63,253.73
MAGAZZU	PETER	WORKING FOREMAN	61,201.33	12,957.40	4,958.76	79,117.49
REGET	JOSHUA	SKILLED LABORER	24,976.23	2,851.76	419.88	28,247.87
RUDD	SHAWN	SKILLED LABORER	57,889.27	22,633.34	4,682.00	85,204.61
SPURLING	SCOTT	GENERAL FOREMAN	69,252.55	24,568.80	4,200.00	98,021.35
<b>Land Facilities &amp; Natural Resources</b>						
BACCARI	SCOTT	GENERAL FOREMAN	69,780.22	47,249.29	6,762.50	123,792.01
BIAGI	TIMOTHY	LABORER II	6,815.01	-	-	6,815.01
COTTER	WILLIAM	CRAFTSMAN	59,097.39	19,019.75	4,993.23	83,110.37
CREEDEN	JOSEPH	TREE WORKER	47,432.66	12,265.10	3,350.00	63,047.76
DONOVAN	MICHAEL	SKILLED LABORER	42,269.96	12,115.49	2,150.00	56,535.45
DUBSKY	DANIEL	LABORER 1	2,240.00	-	-	2,240.00
GOODHIND	ARTHUR	DIVISION SUPERVISOR	107,366.89	-	12,113.84	119,480.73
HALPERN	NANCY	COMMUNITY GARDEN COORDINATOR	7,626.71	-	-	7,626.71
JOHNSON	VAUGHN	SKILLED LABORER	17,507.26	5,686.24	600.00	23,793.50
LEMONT	JOHN	WORKING FOREMAN	62,123.01	6,549.74	1,523.22	70,195.97
MAGEE	JANE	COMMUNITY GARDEN COORDINATOR	5,235.66	-	-	5,235.66
OTERO	OSCAR	LABORER 1	10,458.00	-	-	10,458.00
QUILTY	JOHN	SKILLED LABORER	10,788.37	2,748.10	12,135.42	25,671.89
QUIROS	ARMANDO	SKILLED LABORER	40,371.16	17,800.13	2,372.31	60,543.60
RAO	MONICA	INTERN COOP WORKER	9,234.00	-	-	9,234.00
SPINAZOLA	RODNEY	SKILLED LABORER	57,690.63	20,438.01	5,325.00	83,453.64
WHALEN	CURRY	SKILLED LABORER	331.91	-	-	331.91
			<b>4,984,718.23</b>	<b>920,649.83</b>	<b>265,635.56</b>	<b>6,171,003.62</b>
<b>FIRE DEPARTMENT</b>						
ABRUZZESE	MICHAEL	FIREFIGHTER	48,627.53	4,576.06	6,510.22	59,713.81
ADAMS	RICHARD	FIREFIGHTER	63,180.14	15,679.44	10,431.26	89,290.84
ALBERGHINI	WILLIAM	FIREFIGHTER	62,947.82	32,692.78	30,156.16	125,796.76
ALBERINI	ASHLEY	FIREFIGHTER/PARAMEDIC	62,947.82	3,785.01	19,672.06	86,404.89
ARENA	STEPHEN	FIREFIGHTER	62,947.82	9,771.72	20,503.48	93,223.02
ARSENAULT	DIANNE	EXECUTIVE ASSISTANT FIRE	57,138.76	-	-	57,138.76
AUSTIN	JOHN	FIRE DEPUTY CHIEF	91,292.64	14,439.49	29,852.97	135,585.10
BIAGI	RONALD	FIREFIGHTER	62,947.82	29,396.19	23,530.36	115,874.37
BLACK	JAMES	FIREFIGHTER	14,768.53	45.40	18,295.35	33,109.28
BOUVIER	DOUGLAS	FIREFIGHTER/PARAMEDIC	62,947.82	9,507.75	17,891.74	90,347.31
BRANDT	THOMAS	FIREFIGHTER/PARAMEDIC	56,194.05	11,997.43	15,589.99	83,781.47
CAPPADONA	MICHAEL	FIREFIGHTER/PARAMEDIC	56,194.05	17,475.70	13,047.99	86,717.74
CARBONE	PETER	FIREFIGHTER/PARAMEDIC	5,483.76	78.48	1,343.53	6,905.77
CARNEY	PETER	FIRE DEPUTY CHIEF	91,741.26	17,049.33	28,091.51	136,882.10
CHAMBERLAIN	IAN	FIREFIGHTER	63,945.32	17,389.22	17,389.22	98,723.76
CHRISTIE	MATTHEW	FIREFIGHTER/PARAMEDIC	57,040.43	20,176.88	18,226.04	95,443.35
CLOVER	RYAN	FIREFIGHTER	48,627.53	3,870.35	6,510.22	59,008.10
COHEN	JEFFREY	FIREFIGHTER/PARAMEDIC	58,239.53	11,013.23	19,932.92	89,185.68
COLLINS	CHRISTOPHER	FIRE LIEUTENANT 4YRS SVS	71,587.20	35,674.04	31,585.18	138,846.42
CONDLIN	M PAMELA	ADMINISTRATIVE ASSISTANT	53,045.98	-	750.00	53,795.98
CONNELLY	MARK	FIRE CAPTAIN	78,936.52	39,481.83	21,563.28	139,981.63



**Town of Natick  
Calendar Year 2019**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
CORLISS	BRETT	FIREFIGHTER	62,221.50	28,897.19	32,112.59	123,231.28
CREEDEN	ERIC	FIREFIGHTER/PARAMEDIC	60,384.12	14,951.35	14,556.34	89,891.81
CURLEY	JOHN	FIREFIGHTER	62,947.82	19,684.36	22,017.18	104,649.36
D INNOCENZO	MATTHEW	FIREFIGHTER/PARAMEDIC	62,947.82	5,796.98	36,066.72	104,811.52
DANGELO	KEVIN	FIRE CAPTAIN	83,294.66	1,095.26	27,837.49	112,227.41
DICICCO	DAVID	FIREFIGHTER	62,947.82	8,710.17	12,636.44	84,254.43
DODGE	KENNETH	FIREFIGHTER/PARAMEDIC	62,947.82	14,948.68	19,981.18	97,877.68
DONOVAN	JOSHUA	FIREFIGHTER/PARAMEDIC	64,910.18	3,244.86	16,464.10	84,619.14
DOW	DANIEL	FIRE DEPUTY CHIEF	91,741.26	31,632.75	39,610.08	162,984.09
DOWNING	RONALD	FIRE CAPTAIN	78,936.52	24,353.10	43,743.26	147,032.88
DUPRE	DEREK	FIREFIGHTER/PARAMEDIC	62,947.82	10,198.47	22,027.88	95,174.17
FARQUHARSON	DOUGLAS	FIREFIGHTER	62,947.82	17,928.73	14,470.15	95,346.70
FARRELL	BRETT	FIREFIGHTER	48,627.53	3,095.64	6,840.22	58,563.39
FEENEY	JOHN	FIREFIGHTER/PARAMEDIC	5,483.76	78.48	1,343.53	6,905.77
FERRARI	ADAM	FIREFIGHTER/PARAMEDIC	62,947.82	11,086.64	25,924.56	99,959.02
FORREST	BARRY	FIREFIGHTER	65,714.65	27,147.42	25,269.81	118,131.88
GENTILE	ALAN	FIREFIGHTER/PARAMEDIC	62,947.82	14,903.31	17,974.68	95,825.81
GEORGES	JOHN	FIREFIGHTER/PARAMEDIC	68,584.69	2,461.14	6,047.85	77,093.68
HAIGIS	MICHAEL	FIREFIGHTER	62,947.82	9,112.68	15,417.96	87,478.46
HAMPTON	CHRISTOPHER	FIREFIGHTER	59,861.62	27,964.72	21,214.20	109,040.54
HARTWELL	DANIEL	FIREFIGHTER	62,947.82	1,452.64	14,571.36	78,971.82
HEADLEY	GRANTLEY	FIREFIGHTER	17,673.81	2,934.33	23,932.67	44,540.81
HERRING	JOHN	FIREFIGHTER	63,887.17	29,667.30	19,994.95	113,549.42
HIGGINS	MATTHEW	FIREFIGHTER/PARAMEDIC	59,461.98	697.09	15,268.67	75,427.74
HLADICK	ANDREW	FIRE LIEUTENANT 4YRS SVS	72,907.35	32,145.33	15,766.72	120,819.40
HLADICK	MARTIN	FIREFIGHTER	62,947.82	31,389.29	20,734.86	115,071.97
KELLEY	TIMOTHY	FIREFIGHTER	64,117.17	7,955.93	11,863.09	83,936.19
LAMME	DANIEL	FIRE LIEUTENANT 4YRS SVS	71,761.04	14,223.10	27,500.72	113,484.86
LATAWIEC	WOJCIECH	FIREFIGHTER/PARAMEDIC	62,947.82	18,845.59	26,415.72	108,209.13
LEE	GLYNNIS	FIREFIGHTER/PARAMEDIC	62,947.82	6,944.52	21,105.07	90,997.41
LENTINI	MICHAEL	FIRE CHIEF	157,999.92	-	-	157,999.92
LEVEY	KENNETH	FIRE CAPTAIN	78,936.52	22,747.84	22,592.33	124,276.69
LINTON	BRIAN	FIRE LIEUTENANT 4YRS SVS	71,761.04	25,167.87	19,106.83	116,035.74
LIPOMA	VICTOR	FIRE DEPUTY CHIEF	91,741.26	17,102.29	27,719.59	136,563.14
MABARDY	NICHOLAS	FIREFIGHTER	62,947.82	26,567.44	28,543.10	118,058.36
MARASHIO	JOSEPH	FIREFIGHTER/PARAMEDIC	62,947.82	2,821.31	23,087.24	88,856.37
MATHEWS	DANIEL	FIRE DEPUTY CHIEF	89,735.14	13,607.80	33,816.77	137,157.71
MELLOR	JUSTIN	FIRE LIEUTENANT 4YRS SVS	71,761.04	911.59	23,672.72	96,345.35
MITCHELL	KENNETH	SUPT OF COMMUNICATIONS	78,936.52	6,636.37	5,474.20	91,047.09
MIX	CHRISTOPHER	FIRE LIEUTENANT 4YRS SVS	71,761.04	170.26	18,129.05	90,060.35
MOONEY	RYAN	FIREFIGHTER	48,627.53	6,541.17	7,238.97	62,407.67
MORTARELLI	JOSEPH	FIRE CAPTAIN	78,080.27	-	23,041.05	101,121.32
MUI	JUSTIN	FIREFIGHTER/PARAMEDIC	22,903.32	698.13	4,570.29	28,171.74
MULLEN II	MATTHEW	FIRE LIEUTENANT 4YRS SVS	71,330.58	14,182.44	29,257.97	114,770.99
NORRIS	KERI	FIRE LIEUTENANT 4YRS SVS	71,761.04	16,736.55	31,044.85	119,542.44
PERRYMAN	MICHAEL	FIREFIGHTER	62,947.82	32,669.71	19,416.81	115,034.34
QUIGLEY BOYLAN	TANYA	FIREFIGHTER/PARAMEDIC	62,947.82	1,135.41	28,094.64	92,177.87
QUILTY	MICHAEL	FIREFIGHTER	62,947.82	8,643.98	19,694.96	91,286.76
REYNOLDS	THOMAS	FIREFIGHTER	62,947.82	16,514.09	18,181.39	97,643.30
ROTHMAN	EUGENE	FIRE CAPTAIN	78,936.52	45,372.63	45,158.44	169,467.59
SALAZAR	JOVANY	FIREFIGHTER/PARAMEDIC	54,033.44	17,349.85	21,465.04	92,848.33
SALVUCCI	MICHAEL	FIREFIGHTER/PARAMEDIC	62,947.82	14,765.83	26,955.31	104,668.96
SAMMON	KYLE	FIREFIGHTER/PARAMEDIC	5,483.76	98.10	1,343.53	6,925.39
SANSOSSIO	CIRO	FIRE LIEUTENANT 4YRS SVS	71,761.04	22,735.42	27,971.88	122,468.34
SHEARLEY	RICHARD	FIRE LIEUTENANT 4YRS SVS	75,321.50	23,510.60	18,308.27	117,140.37
SMITH	JAMES	FIRE LIEUTENANT 4YRS SVS	71,761.04	26,288.61	16,975.55	115,025.20
SMITH	SCOTT	FIREFIGHTER	62,947.82	6,013.69	17,809.74	86,771.25
SPENCER	THOMAS	FIREFIGHTER	6,294.78	1,271.06	22,874.83	30,440.67
STEVENSON	ROBERT	FIREFIGHTER/PARAMEDIC	62,947.82	13,663.56	16,135.66	92,747.04
SULLIVAN	BRENDAN	FIREFIGHTER/PARAMEDIC	51,735.87	6,630.35	17,454.92	75,821.14
SZEWCHYNSKI	KELLY	FIREFIGHTER/PARAMEDIC	66,107.34	90.79	13,675.39	79,873.52
TOPHAM	THOMAS	FIRE LIEUTENANT 4YRS SVS	71,761.04	15,259.28	30,944.96	117,965.28
VILCIN	JACQUES	FIREFIGHTER/PARAMEDIC	54,338.47	4,854.13	12,351.92	71,544.52
WARD	EDWARD	FIRE LIEUTENANT 4YRS SVS	71,761.04	36,830.61	16,498.19	125,089.84
WARREN	PATRICK	FIRE LIEUTENANT 4YRS SVS	69,757.76	9,342.82	17,216.30	96,316.88
WEDGEWORTH	JOHNNY	FIREFIGHTER	6,294.78	-	20,213.75	26,508.53
WEITSEN II	RICHARD	FIRE LIEUTENANT 4YRS SVS	71,761.04	4,498.69	27,706.97	103,966.70
WILLIAMSON	ERIC	FIRE CAPTAIN	78,745.23	39,609.26	35,931.57	154,286.06
WOZNY	CHRIS	FIREFIGHTER/PARAMEDIC	62,947.82	8,646.25	24,309.04	95,903.11
			<b>5,629,339.07</b>	<b>1,225,384.66</b>	<b>1,783,567.55</b>	<b>8,638,291.28</b>
<b>POLICE DEPARTMENT</b>						
ALVARADO	NICHOLAS	CIVILIAN DISPATCHER	31,602.00	-	8,968.99	40,570.99
ARENA	EDWARD	POLICE DETECTIVE	82,683.59	85.12	31,340.24	114,108.95
BAUR	SUSAN	CIVILIAN DISPATCHER	56,505.69	-	7,188.16	63,693.85
BAZIGIAN	ERIC	POLICE PATROLMAN	80,958.67	614.55	48,754.64	130,327.86
BERMINGHAM	JULIA	CIVILIAN DISPATCHER	48,888.50	-	7,244.36	56,132.86
BLANCHARD	ELIZABETH	POLICE PATROLMAN	84,022.29	843.64	48,331.27	133,197.20
BLINN	GLADYS	SCHOOL TRAFFIC SUPERVISOR	12,745.82	-	-	12,745.82
ROSSELMAN	KYLE	POLICE DETECTIVE	84,519.07	2,105.33	47,185.97	133,810.37
BOUDREAU	KYLE	POLICE PATROLMAN	48,528.55	67.53	11,484.83	60,080.91
BRODEUR	USA	SCH CROSSING GUARD (1ST YR)	1,076.43	-	-	1,076.43
BROGAN	DANIEL	POLICE DETECTIVE	84,737.40	2,950.89	72,230.84	159,919.13
BROWN	SANDRA	DISPATCHER PART TIME	28,678.95	-	-	28,678.95
BUTLER	DEREK	POLICE PATROLMAN	40,214.63	4.58	3,114.59	43,333.80
BUTLER	THOMAS	POLICE PATROLMAN	83,274.91	363.82	32,661.39	116,300.12
CARNEY	MARY	ADMINISTRATIVE ASSISTANT	54,171.96	3,629.45	1,500.00	59,301.41
CARTER	AARON	POLICE PATROLMAN	26,029.25	29.24	16,342.12	42,400.61
CASEY	MARY	SCHOOL TRAFFIC SUPERVISOR	7,766.64	-	-	7,766.64
CHAREST	ANTHONY	SCHOOL CROSSING GUARD II	12,333.18	-	-	12,333.18
CIOCCA	DANIEL	POLICE DETECTIVE	80,725.55	2,127.83	53,874.48	136,727.86
CONAWAY	BRETT	POLICE SERGEANT	98,044.29	-	56,117.39	154,161.68
CRISAFULLI	WILLIAM	POLICE PATROLMAN	47,689.32	615.15	28,648.06	76,952.53
DELEHANTY	KEVIN	POLICE DETECTIVE	84,182.13	3,632.55	69,770.46	157,585.14
DICLEMENTE	CHARLOTTE	DISPATCHER PART TIME	13,192.39	-	-	13,192.39
DIMODICA	CHRISTOPHER	POLICE PATROLMAN	11,440.24	-	1,151.07	12,591.31
DOHERTY	JOHN	POLICE PATROLMAN	50,368.10	-	27,185.46	77,553.56
DONOVAN	RICHARD	DISPATCHER PART TIME	296.18	-	-	296.18
DUCA	JORDAN	CIVILIAN DISPATCHER	46,850.92	-	14,980.35	61,831.27
DUNLOP	ROBERT	SPECIAL POLICE OFFICERS	-	-	33,241.00	33,241.00
DWYER	JACKSON	POLICE PATROLMAN	9,287.40	-	-	9,287.40
FITZGERALD	KENNETH	POLICE PATROLMAN	-	-	18.00	18.00
FITZPATRICK	LEO	POLICE LIEUTENANT	117,259.50	-	25,470.30	142,729.80
FORDE	VINCENT	POLICE SERGEANT	101,097.33	-	50,623.94	151,721.27
GIRON	JONATHAN	CIVILIAN DISPATCHER	5,447.57	-	1,017.47	6,465.04
GOODWIN	CHARLES	CIVILIAN DISPATCHER	55,249.85	-	11,673.70	66,923.55
GOULD	STEVEN	POLICE PATROLMAN	9,287.40	-	-	9,287.40
GRADY	PATRICK	POLICE PATROLMAN	75,639.92	1,766.24	62,142.94	139,549.10
GRAHAM	ALLAN	POLICE SERGEANT	102,262.14	-	46,149.97	148,412.11
GRASSEY	BRIAN	POLICE LIEUTENANT	122,182.75	-	61,189.79	183,372.54
GUNTER	TROY	CIVILIAN DISPATCHER	56,326.85	-	10,726.46	67,053.31
HALL	RYAN	POLICE PATROLMAN	81,971.56	-	21,716.30	103,687.86
HALLORAN	RICHARD	POLICE SERGEANT	98,171.58	-	59,244.64	157,416.22
HANSS	BRANDON	POLICE PATROLMAN	1,794.85	-	88.53	1,883.38
HASWELL	JOHN	POLICE DETECTIVE	82,892.04	210.95	84,721.54	167,824.53
HEFFLER	ELIZABETH	POLICE PATROLMAN	82,633.12	127.19	56,614.13	139,374.44
HERTZBERG	MARTHA	SCHOOL TRAFFIC SUPERVISOR	4,333.98	-	-	4,333.98
HICKS	JAMES	POLICE CHIEF	196,180.04	-	4,250.00	200,430.04

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
HILLARD	KIMBERLY	SCHOOL TRAFFIC SUPERVISOR	5,630.94	-	-	5,630.94
HOFFMAN	ROBERT	POLICE SERGEANT	105,297.67	-	122,090.55	227,388.22
HOWARD	CHAD	POLICE SERGEANT	102,230.67	-	64,872.00	167,102.67
INGHAM	BRIAN	POLICE SERGEANT	101,101.22	-	41,051.79	142,153.01
KANE	DEREK	POLICE PATROLMAN	71,379.98	130.88	18,032.31	89,543.17
KELLEY	KEVEN	POLICE PATROLMAN	81,719.45	31.85	9,920.69	91,671.99
KEOHANE	JAMES	POLICE PATROLMAN	83,624.99	-	31,742.00	115,366.99
KILLEEN	RYAN	POLICE PATROLMAN	54,740.79	2,201.75	39,688.95	96,631.49
LACERRA	SCOTT	POLICE PATROLMAN	80,472.35	1,615.80	55,610.91	137,699.06
LAFORECE	DILLON	DISPATCHER PART TIME	6,277.27	-	-	6,277.27
LANOUE	GREGORY	POLICE PATROLMAN	83,645.93	1,930.21	48,605.99	134,182.13
LAUZON	BRIAN	POLICE LIEUTENANT	122,145.17	-	110,887.24	233,032.41
LAWRENCE	DONALD	SCH CROSSING GUARD (1ST YR)	9,009.00	-	-	9,009.00
LEMIEUX	SUSAN	SCHOOL TRAFFIC SUPERVISOR	4,016.12	-	-	4,016.12
LIBBEY	CATHERINE	POLICE PATROLMAN	6,862.50	-	-	6,862.50
LUCENTA	ALLISON	POLICE PATROLMAN	3.50	-	-	3.50
MABARDY	MICHAEL	POLICE PATROLMAN	82,327.04	5.87	22,057.45	104,390.36
MARCOCCIO	LOUIS	METER ENFORCEMENT OPERATOR	27,441.57	-	-	27,441.57
MARLOW	BRENDAN	POLICE PATROLMAN	1,006.40	-	-	1,006.40
MARTINO	JUDITH	SCHOOL CROSSING GUARD II	12,401.94	-	-	12,401.94
MELNIK	SERGEY	POLICE PATROLMAN	83,157.15	544.64	51,259.63	134,961.42
MORAN	TRAVIS	POLICE PATROLMAN	77,940.24	1,394.65	65,614.55	144,949.44
MORRILL	DIANE	SPECIAL POLICE OFFICERS	-	-	11,912.50	11,912.50
MUNGER	SEAN	POLICE PATROLMAN	242.45	-	11.64	254.09
MUNNICH	AMELIA	DISPATCHER PART TIME	7,556.30	-	-	7,556.30
MURPHY	ROBERT	POLICE PATROLMAN	14,410.58	-	1,006.72	15,417.30
MURPHY	EDWARD	SCHOOL CROSSING GUARD II	12,401.94	-	-	12,401.94
MURRAY	ROBERT	SCH CROSSING GUARD (1ST YR)	5,697.72	-	-	5,697.72
NGUYEN	TOAN	POLICE PATROLMAN	81,544.83	-	4,522.48	86,067.31
ONEIL	BRITTANY	DISPATCHER PART TIME	17,616.74	-	-	17,616.74
ORDWAY	JAMES	POLICE PATROLMAN	45,972.49	52.99	25,610.67	71,636.15
OSHAUGHNESSY	JAMES	POLICE PATROLMAN	82,639.77	154.51	19,972.20	102,766.48
PAYNE	RYAN	POLICE DETECTIVE	80,520.43	426.44	32,592.67	113,539.54
PAYTON	KENNETH	POLICE PATROLMAN	79,002.30	355.41	22,625.50	101,983.21
PEDRO	EDWARD	CIVILIAN DISPATCHER	49,504.27	-	8,483.05	57,987.32
PFEIFER	KATELYN	POLICE PATROLMAN	55,425.95	0.97	28,608.07	84,034.99
PUNCH	DYLAN	POLICE PATROLMAN	79,286.37	2,127.12	39,759.05	121,172.54
PUNCH	BONNIELOU	METER ENFORCEMENT OPERATOR	14,538.42	-	-	14,538.42
QUILTY	JAMES	POLICE SERGEANT	102,823.93	-	31,491.10	134,315.03
RADOCK	EDWARD	CLERICAL ASSISTANT	13,005.19	-	-	13,005.19
RESMINI	THOMAS	DISPATCHER PART TIME	3,514.55	-	-	3,514.55
RICHARDSON	RONALD	POLICE PATROLMAN	85,646.01	-	7,263.90	92,909.91
RODRIGUEZ	CHRISTIAN	POLICE PATROLMAN	11,839.10	-	2,733.59	14,572.69
ROSE	JOYCE	DEPARTMENT ASSISTANT P/TIME	43,115.47	-	-	43,115.47
ROSSI CAFARELLI	CARA	POLICE LIEUTENANT	122,145.17	-	37,667.03	159,812.20
ROURKE	TRACY	POLICE DISPATCHER	55,603.71	-	6,161.53	61,765.24
SALIS	S CHRISTOPHER	POLICE PATROLMAN	84,084.35	8,330.40	92,221.94	184,636.69
SCAFIDI	MICHAEL	CIVILIAN DISPATCHER	46,503.83	-	14,074.59	60,578.42
SHANNON	MAURA	SCHOOL TRAFFIC SUPERVISOR	4,044.87	-	-	4,044.87
SHAPIRO	CHRISTINE	SCH CROSSING GUARD (1ST YR)	1,711.50	-	-	1,711.50
SHEA	BENJAMIN	POLICE PATROLMAN	9,287.40	-	-	9,287.40
SHOWSTEAD	CHRISTOPHER	POLICE PATROLMAN	83,478.40	780.60	56,163.28	140,422.28
ST-HILAIRE	MARK	POLICE SERGEANT	17,414.61	-	9,856.46	27,271.07
STERLING	MARK	CIVILIAN DISPATCHER	56,811.55	-	12,119.29	68,930.84
STOLLER	JENNIFER	POLICE PATROLMAN	69,301.66	69.88	16,907.22	86,278.76
SUTHERLAND	JASON	POLICE DETECTIVE	80,546.16	4,702.90	80,002.06	165,251.12
TAHMILI	ANGELIA	SCH CROSSING GUARD (1ST YR)	268.85	-	-	268.85
TAYLOR	SEAN	POLICE PATROLMAN	83,025.58	2,394.80	79,084.62	164,505.00
TOSI	KEITH	ANIMAL CONTROL OFFICER	52,746.69	7,255.91	5,126.73	65,129.33
VANTASSEL	GORDON	METER ENFORCEMENT OPERATOR	1,925.60	-	-	1,925.60
VERNER	JAMIE	POLICE PATROLMAN	38,879.81	-	9,050.54	47,930.35
VEIRA	RICHARD	POLICE SERGEANT	101,085.67	-	91,309.60	192,395.27
VITALE	THOMAS	POLICE DETECTIVE	81,022.16	-	34,617.01	115,639.17
VITALE	JOSEPH	CIVILIAN DISPATCHER	48,878.11	-	7,630.17	56,508.28
WADE	SCOTT	POLICE PATROLMAN	83,523.82	607.70	37,081.51	121,213.03
WATKINS	ANDREW	POLICE PATROLMAN	56,330.29	3,143.20	67,860.46	127,333.95
WATKINS	MARYLEE	EXECUTIVE ASSISTANT POLICE	64,671.73	-	1,000.00	65,671.73
WHITE	ROBERT	SPECIAL POLICE OFFICERS	-	-	33,439.50	33,439.50
WILSON	KENNEDY	METER ENFORCEMENT OPERATOR	3,150.00	-	-	3,150.00
			<b>5,838,722.75</b>	<b>57,432.54</b>	<b>2,726,364.12</b>	<b>8,622,519.41</b>
<b>BOARD OF HEALTH</b>						
ANDERSON	JANE	ENVIR HEALTH AGENT	76,402.15	-	-	76,402.15
BOUDREAU	MICHAEL	ENVIR HEALTH AGENT	77,943.97	-	-	77,943.97
CLIFF	JESSICA	SANITARIAN	61,463.12	-	4,500.00	65,963.12
CONDON	KIMBERLY	INSPECTOR OF ANIMALS	5,000.00	-	-	5,000.00
COTTER	JEAN	EXECUTIVE ASSISTANT 1116 CLKs	56,884.44	-	2,376.78	59,261.22
DRETLE	ASTRID	ADMIN PROJ COORD GRANT	10,969.00	-	-	10,969.00
FOSBERG	INGRID	ADMINISTRATIVE ASSISTANT	47,908.42	-	-	47,908.42
LEVINE	NINA	ADMIN PROJ COORD GRANT	31,442.28	-	-	31,442.28
MERCER	LEILA	PUBLIC HEALTH NURSE	72,493.69	-	-	72,493.69
SUGARMAN	CATHERINE	PREVENTION & OUTREACH PRO MAN	73,848.89	-	500.00	74,348.89
WHITE	JAMES	DIRECTOR PUBLIC HEALTH	114,371.93	-	1,750.00	116,121.93
			<b>628,727.89</b>	<b>-</b>	<b>9,126.78</b>	<b>637,854.67</b>
<b>MORSE LIBRARY</b>						
ARNOLD	KRISTEN	(H) LIBRARY ASSISTANT	30,328.12	1,680.10	420.00	32,428.22
ASTOLFI	SHANNON	(H) REFERENCE LIBRARIAN	20,965.80	-	-	20,965.80
BARNARD	KRISTINA	(H) LIBRARY ASSOCIATE	9,003.97	96.29	311.68	9,411.94
BARNICLE	SUSANMARIE	(S) CHILDREN'S LIBRARIAN	73,928.53	3,178.97	3,000.00	80,107.50
BARTLETT	KAROL	(S) REFERENCE LIBRARIAN	73,888.51	1,271.77	1,000.00	76,160.28
BARTOS	DAVID	(S) SUPERVISOR REFERENCE SVS	11,562.17	674.88	4,199.33	16,436.38
BATES	PATRICIA	(H) LIBRARY ASSISTANT	39,417.28	978.71	-	40,395.99
BEEKMAN	BARBARA	LIBRARY PAGE (MORSE)	3,234.00	-	-	3,234.00
BIAGETTI	CELIA	LIBRARY PAGE (MORSE)	4,263.00	-	-	4,263.00
BORGHI	MARY	(S) LIBRARY ASSISTANT	49,612.00	127.20	1,500.00	51,239.20
CAMPANA	TERESA	(H) LIBRARY ASSOCIATE	17,603.08	1,846.63	-	19,449.71
CERIER	LAURA	(H) LIBRARY ASSOCIATE	18,394.46	55.01	-	18,449.47
CHAMPION	LINDA	(S) CHILDREN'S PROGRAMMER	73,878.16	730.59	-	74,608.75
CHE	KATHY	(H) LIBRARY ASSOCIATE	563.30	-	-	563.30
CHING	CAROLYN	EXECUTIVE ASSISTANT LIBRARY	61,568.43	-	500.00	62,068.43
CHRISTIE	LAURIE	(H) LIBRARY ASSISTANT	44,053.48	1,823.86	880.00	46,757.34
CORT	PAUL	(H) LIBRARY ASSOCIATE	18,123.15	637.50	751.58	19,512.23
CULKIN	CONSTANCE	(H) LIBRARY ASSOCIATE	2,903.30	334.82	63.00	3,301.12
CURLEY	SANDRA	LIBRARY PAGE (MORSE)	2,265.00	-	-	2,265.00
CUTLER	PATRICIA	(H) LIBRARY ASSOCIATE	21,052.28	1,364.70	-	22,416.98
D'AMORE-BONISH	RACHEL	(H) LIBRARY ASSOCIATE	3,265.92	-	168.96	3,434.88
DELCEGNO	JENNIFER	(H) LIBRARY ASSOCIATE	3,526.54	-	-	3,526.54
DEUTSCH	MERYL	(H) REFERENCE LIBRARIAN	19,186.73	-	229.50	19,416.23
DUSHIME	PIERRE	LIBRARY PAGE (MORSE)	1,974.00	-	-	1,974.00
EDWARDS	DYLAN	(H) LIBRARY ASSOCIATE	16,096.67	593.31	-	16,689.98
EGAN	CAROLYN	(H) LIBRARY ASSOCIATE	686.52	-	-	686.52
EGAN	FRANCINE	(H) LIBRARY ASSOCIATE	11,126.01	458.12	-	11,584.13
FARLEY	KATHLEEN	(H) LIBRARY ASSOCIATE	18,495.62	836.37	322.00	19,653.99
FLOHERTY	ROBIN	(S) PROFESSIONAL LIBRARIAN	73,862.41	-	-	73,862.41
FOSDICK	CAROLINE	LIBRARY PAGE (MORSE)	3,159.00	-	-	3,159.00
HINRICHS	CARY	(H) REFERENCE LIBRARIAN	148.28	-	-	148.28
HOLMES	JASON	DIRECTOR MORSE INSTITUTE	89,424.65	-	1,000.00	90,424.65

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
HULING	ROSEMARY	(S) BOOKMOBILE LIBRARIAN	65,761.34	2,514.74	850.00	69,126.08
KAWACHI	EMILY	(H) LIBRARY ASSOCIATE	1,368.34	173.40	182.25	1,723.99
KINGSLEY	LISA	BOOKKEEPER	29,085.00	-	-	29,085.00
KRUEGER	JANICE	LIBRARY PAGE (MORSE)	4,188.50	-	-	4,188.50
LATHWOOD	PAMELA	(S) TECHNOLOGY ASSOCIATE	65,701.08	-	1,000.00	66,701.08
MAGARIE	BARBARA	(H) LIBRARY ASSOCIATE	20,527.78	1,430.58	350.00	22,308.36
MAGEE	JANE	(H) LIBRARY ASSISTANT	44,899.09	2,943.05	773.50	48,615.64
MATTES	KAREN	(S) SUPERVISOR TECHNICAL SVS	76,955.60	3,197.81	-	80,153.41
MCGILLIS	STEVEN	LIBRARY PAGE (MORSE)	1,884.00	-	-	1,884.00
MCGILLIS	JENNIFER	(H) LIBRARY ASSISTANT	156.51	-	-	156.51
NEWMAN	JANE ELLEN	ADMIN SUPPORT STAFF (GRANTS)	39,736.01	-	-	39,736.01
PERKINS	KAREN	(H) LIBRARY ASSISTANT	41,411.33	2,542.44	850.00	44,803.77
POZMANTER	CAROLE	(H) LIBRARY ASSOCIATE	11,598.37	1,286.14	-	12,884.51
REDINGTON	DELL	(H) LIBRARY ASSISTANT	33,981.02	1,951.06	804.00	36,736.08
RICHARD	JANET	(H) LIBRARY ASSISTANT	35,779.59	-	1,095.00	36,874.59
SADKIN	AMY	ASSISTANT DIRECTOR LIBRARY	9,000.00	-	-	9,000.00
SAWISCH	KATE LYNN	(S) SUPERVISOR CIRCULATION SVS	72,394.06	473.74	-	72,867.80
SCHONTAG	DAWN	(H) REFERENCE LIBRARIAN	57,469.00	-	-	57,469.00
SHERIDAN	KRISTEN	(H) REFERENCE LIBRARIAN	12,311.46	1,553.43	-	13,864.89
SILVETTI	JESSICA	(H) LIBRARY ASSOCIATE	20,967.96	1,440.59	433.50	22,842.05
SMITH	TIMOTHY	LIBRARY PAGE (MORSE)	1,365.00	-	-	1,365.00
SMITH	DALE	(S) SUPERVISOR CHILDREN'S SVS	80,762.44	2,302.60	6,000.00	89,065.04
STETSON	LINDA	DIRECTOR MORSE INSTITUTE	34,012.32	-	4,172.86	38,185.18
STEVENS	APRIL	(H) LIBRARY ASSOCIATE	15,393.49	207.26	-	15,600.75
SULLIVAN	ELLEN	(S) CHILDREN'S ROOM ASSOCIATE	65,838.81	2,141.52	850.00	68,830.33
SULLIVAN	MAUREEN	PROG.COORD.VETS ORAL HISTORY	16,049.25	-	-	16,049.25
TIGHE	CECILIA	LIBRARY PAGE (MORSE)	5,440.80	-	-	5,440.80
WALLACE	JAMES	(H) LIBRARY ASSOCIATE	21,147.19	964.37	364.00	22,475.56
WALSH	ABBY	(S) REFERENCE LIBRARIAN	48,920.75	2,332.28	-	51,253.03
WALZER	ABIGAIL	(H) REFERENCE LIBRARIAN	30,362.75	1,921.63	-	32,284.38
WELCH	PAULA	(S) SUPERVISOR CIRCULATION SVS	80,804.24	3,980.90	1,500.00	86,285.14
WHITTEN	RATHANIEL	LIBRARY PAGE (MORSE)	1,602.00	-	-	1,602.00
			<b>1,864,435.45</b>	<b>50,046.37</b>	<b>33,571.16</b>	<b>1,948,052.98</b>
<b>BACON LIBRARY</b>						
CARUSO	FRANCES	ASSISTANT DIR BACON FREE HOURL	41,914.11	-	1,000.00	42,914.11
GUAGENTY	LAUREN	LIBRARY ASSISTANT (BACON)	2,675.40	-	-	2,675.40
KASSEL	KAREN	LIBRARY ASSISTANT (BACON)	6,558.14	-	-	6,558.14
KING	MARIA	LIBRARY ASSISTANT (BACON)	12,292.18	-	-	12,292.18
LESELLIER	GRAZIELA	LIBRARY ASSISTANT (BACON)	17,471.74	-	-	17,471.74
PFEINDNER	LAUREN	DIRECTOR BACON FREE	50,232.28	-	-	50,232.28
STIRLING	CASEY	LIBRARY ASSISTANT (BACON)	7,190.94	-	-	7,190.94
			<b>138,334.79</b>	<b>-</b>	<b>1,000.00</b>	<b>139,334.79</b>
<b>RECREATION</b>						
BABSON	ELENA	SPECIALIST (REC)	6,299.99	-	-	6,299.99
BAIDAI	ANIKKA	LEADER/COUNSELOR (REC)	1,716.00	-	-	1,716.00
BEAN	LYNN	SPECIALIST (REC)	512.00	-	-	512.00
BLINN	RYAN	LABORER1	2,135.00	-	-	2,135.00
BRACKETT	NATHAN	CERTIFIED SPORTS OFFICIAL	560.00	-	-	560.00
BRIGGS	MITCHELL	LIFE GUARD	2,401.00	-	-	2,401.00
CAFARELLI	ERICA	ATTENDANT (REC)	2,643.75	-	-	2,643.75
CHALFIN	EMILY	SR. COUNSELOR (CERTIFIED-REC)	3,864.00	-	-	3,864.00
CIGALE	LILY	PROGRAM ASSISTANT	3,701.75	-	-	3,701.75
COFFEY	LEAH	SPECIALIST (REC)	4,098.00	-	-	4,098.00
COHEN	JAKE	LEADER/COUNSELOR (REC)	2,892.50	-	-	2,892.50
COLES	GARRY	SPECIALIST (REC)	3,186.00	-	-	3,186.00
CORCELL	HARRY	ADULT CONTRACTOR	420.00	-	-	420.00
CURRIE	ROSE	SPECIALIST (REC)	468.00	-	-	468.00
DEBRILYN	MIRANDA	SR. COUNSELOR (CERTIFIED-REC)	4,008.93	-	-	4,008.93
DEVROUDE	JOHN	LEADER/COUNSELOR (REC)	1,122.00	-	-	1,122.00
DREW	JOHN	SPECIALIST (REC)	6,654.61	-	-	6,654.61
DWYER	SARAH	LEADER/COUNSELOR (REC)	1,002.00	-	-	1,002.00
DY	EMILY	LEADER/COUNSELOR (REC)	3,321.50	-	-	3,321.50
ELAM	YABRATYMIKA	SR. COUNSELOR (CERTIFIED-REC)	3,010.00	-	-	3,010.00
ERICKSON MULLANE	AIDAN	BUILDING MONITOR II (REC)	721.00	-	-	721.00
ERNEST	JOSHUA	ADULT CONTRACTOR	2,889.60	-	-	2,889.60
FARIS	MICHAELA	SR. COUNSELOR (CERTIFIED-REC)	3,750.00	-	-	3,750.00
FOLEY	KATY	ADULT CONTRACTOR	2,062.50	-	-	2,062.50
FOSSBERG	SAMUEL	LEADER/COUNSELOR (REC)	576.00	-	-	576.00
FRAIL	CHARLES	ADULT CONTRACTOR	45.00	-	-	45.00
GENASKE	WILLIAM	LEADER/COUNSELOR (REC)	1,746.00	-	-	1,746.00
GOZZI	LOGAN	LEADER/COUNSELOR (REC)	1,072.00	-	-	1,072.00
GREENSTEIN	ALIZA	SPECIALIST (REC)	6,466.98	-	-	6,466.98
GRIFFIN	DENNIS	ADULT CONTRACTOR	480.00	-	-	480.00
HAYDON	CARTER	SPECIALIST (REC)	4,134.00	-	-	4,134.00
HERMAN	JULIA	LEADER/COUNSELOR (REC)	2,034.50	-	-	2,034.50
HERSON	ETHAN	SPECIALIST (REC)	636.48	-	-	636.48
KEEFE	BRENNA	SPECIALIST (REC)	693.00	-	-	693.00
KELEMANIK	MCKENNA	LIFE GUARD	3,951.99	-	-	3,951.99
KELLEY	SUSAN	BUILDING MONITOR II (REC)	440.56	-	-	440.56
KINUGAWA	SHO	ASSISTANT LEADER (REC)	2,424.00	-	-	2,424.00
LEAVEY	JULIA	LEADER/COUNSELOR (REC)	2,238.00	-	-	2,238.00
LEDERMAN	CHRISTIAN	LEADER/COUNSELOR (REC)	2,472.00	-	-	2,472.00
LEDERMAN	ELIZABETH	SPECIALIST (REC)	576.00	-	-	576.00
LEWIS	ELIZABETH	SR. COUNSELOR (CERTIFIED-REC)	4,032.00	-	-	4,032.00
LIBERZON	AVITAL	SR. COUNSELOR (CERTIFIED-REC)	4,494.00	-	-	4,494.00
LIMA	JESSICA	PROGRAM SUPERVISOR (REC)	2,899.18	-	-	2,899.18
LISTA	JARED	LIFE GUARD	4,431.76	-	-	4,431.76
LISTA	JUSTIN	LIFE GUARD	4,862.82	-	-	4,862.82
MACBLANE	ERIN	LEADER/COUNSELOR (REC)	2,961.90	-	-	2,961.90
MAICHEN	JOEY	LEADER/COUNSELOR (REC)	3,594.50	-	-	3,594.50
MAMAKOS	NICHOLAS	SPECIALIST (REC)	43,090.25	4,302.99	2,750.00	50,143.24
MASTROMATTEO	TYLER	LEADER/COUNSELOR (REC)	1,866.00	-	-	1,866.00
MASTROMATTEO	LUCAS	SR. COUNSELOR (CERTIFIED-REC)	4,212.00	-	-	4,212.00
MCCOY	MOLLY	SR. COUNSELOR (CERTIFIED-REC)	3,507.00	-	-	3,507.00
MCNEIL	RYAN	SPECIALIST (REC)	6,354.50	-	-	6,354.50
MONAGHAN	BRIDGET	SPECIALIST (REC)	3,103.75	-	-	3,103.75
MUSIRAT	AZEEZ	LEADER/COUNSELOR (REC)	3,646.50	-	-	3,646.50
NILAN	JOHN	CERTIFIED SPORTS OFFICIAL	80.00	-	-	80.00
PEARSON	ELLA	LEADER/COUNSELOR (REC)	1,394.50	-	-	1,394.50
QUINN COMPOSTO	MAUREEN	CLERICAL ASSISTANT	2,544.00	-	-	2,544.00
RANGE	MAKENNA	LEADER/COUNSELOR (REC)	2,844.00	-	-	2,844.00
RAWLINGS	NATHAN	BUILDING MONITOR II (REC)	455.00	-	-	455.00
SALDANA	CHRISTIAN	SR. COUNSELOR (CERTIFIED-REC)	4,501.00	-	-	4,501.00
SAWYER	WILLIAM	SPECIALIST (REC)	2,899.88	-	-	2,899.88
SCHNEIDER	ILAINA	LEADER/COUNSELOR (REC)	2,274.00	-	-	2,274.00
SDELAMORA	MARIAYA	SR. COUNSELOR (CERTIFIED-REC)	3,367.00	-	-	3,367.00
SHEEHAN	MARGARET	BEACH MANAGER	10,077.60	-	-	10,077.60
SOENS	WILLIAM	LIFE GUARD	4,532.50	-	-	4,532.50
SPURLING	JOESPH	LIFE GUARD	3,648.43	-	-	3,648.43
STORTI	GIANNI	ATTENDANT (REC)	1,335.00	-	-	1,335.00
SULLIVAN	SEAN	LIFE GUARD	4,595.50	-	-	4,595.50
TANAKA	CAMERON	LEADER/COUNSELOR (REC)	3,354.00	-	-	3,354.00
TARLUN	MICHAEL	ADULT CONTRACTOR	37.50	-	-	37.50
THIEBAUD	ANN SASHELL	PROGRAM SUPERVISOR	1,452.50	-	-	1,452.50
TOLSON	ANTHONY	PROGRAM ASSISTANT	198.00	-	-	198.00
TRABUCCO	KELSEY	SPECIALIST (REC)	716.00	-	-	716.00



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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
VERDELLI	ANDREA	CLERICAL ASSISTANT	12,024.00	-	-	12,024.00
VERDELLI	ABIGAIL	INSTRUCTOR	520.00	-	-	520.00
WALZ	REBECCA	INSTRUCTOR	3,083.50	-	-	3,083.50
WITHERBY	DANIELLE	LEADER/COUNSELOR (REC)	3,874.00	-	-	3,874.00
YEE	JESSICA	LEADER/COUNSELOR (REC)	3,835.00	-	-	3,835.00
ZELIGER	JESSICA	HEAD LIFE GUARD	5,234.58	-	-	5,234.58
			<b>265,360.29</b>	<b>4,302.99</b>	<b>2,750.00</b>	<b>272,413.28</b>
<b><u>PARK &amp; RECREATION</u></b>						
ADELMANN	JOHN	ATTENDANT (REC)	2,619.00	-	-	2,619.00
ADELMANN	JULIA	ATTENDANT (REC)	232.05	-	-	232.05
ADELMANN	LILY	LEADER/COUNSELOR (REC)	3,424.05	-	-	3,424.05
ADELMANN	DERMOT	HEAD LIFE GUARD	486.43	-	-	486.43
ALFARO	ABIGAIL	SR. COUNSELOR (CERTIFIED-REC)	1,000.55	-	-	1,000.55
ALLEN	ROSS	SPECIALIST (REC)	14,143.67	-	-	14,143.67
ALVARADO	MARICELA	SPECIALIST (REC)	4,683.84	-	-	4,683.84
AVALOS	ANDREW	SR. COUNSELOR (CERTIFIED-REC)	3,494.88	-	-	3,494.88
BACCARI	REECE	TIMER/SCORER	1,026.00	-	-	1,026.00
BARASA	BRIAN	SR. COUNSELOR (CERTIFIED-REC)	119.34	-	-	119.34
BAUMAN	ALEC	LEADER/COUNSELOR (REC)	3,150.00	-	-	3,150.00
BONILLA	RICARDO	SR. COUNSELOR (CERTIFIED-REC)	2,293.98	-	-	2,293.98
BROADLEY	LUCAS	HEAD LIFE GUARD	4,457.88	-	-	4,457.88
BURNES	MOLLY	LEADER/COUNSELOR (REC)	3,260.15	-	-	3,260.15
CADMAN	ASHLEY	NURSE	3,418.55	-	-	3,418.55
CALDERON	HUGO	SR. COUNSELOR (CERTIFIED-REC)	3,522.00	-	-	3,522.00
CAMPBELL	ALEX	SPECIALIST (REC)	6,186.26	-	-	6,186.26
CANNEY	CAROLINE	INSTRUCTOR	8,361.59	-	-	8,361.59
CARNEY	MEGAN	SPECIALIST (REC)	1,906.94	-	-	1,906.94
CAROTA	JOSEPH	SPECIALIST (REC)	701.25	-	-	701.25
CARR	ANNE MARIE	PROGRAM SUPERVISOR (REC)	3,691.63	-	-	3,691.63
CARTER	MELISSA	REC SPECIAL NEEDS COORDINATOR	52,381.58	-	1,000.00	53,381.58
CARTY	STEPHEN	CERTIFIED SPORTS OFFICIAL	422.20	-	-	422.20
CHALFIN	ELIZABETH	SPECIALIST (REC)	627.78	-	-	627.78
CHAMBERLAIN	LEE	PLAYGROUP STAFF - MANAGER	6,989.82	-	-	6,989.82
CHIZEK	CAROLINE	SPECIALIST (REC)	5,001.00	-	-	5,001.00
CIGNA	LISA	ASSISTANT DIRECTOR	2,899.11	-	-	2,899.11
CLARK	JONATHAN	PROGRAM SUPERVISOR (REC)	4,675.80	-	-	4,675.80
COBURN	STEPHANIE	SPECIALIST (REC)	4,466.75	-	-	4,466.75
COFFEY	AUNA	SPECIALIST (REC)	6,472.53	-	-	6,472.53
COFFEY	AMBER RAE	SPECIALIST (REC)	3,679.50	-	-	3,679.50
COFFEY	CHRIS	ASSISTANT DIRECTOR	2,479.13	-	-	2,479.13
COHEN	ANGELA	BUILDING MONITOR II (REC)	1,893.50	-	-	1,893.50
COHEN	RICHARD	CERTIFIED SPORTS OFFICIAL	78.22	-	-	78.22
COLELLA	ANDREW	ASSISTANT DIRECTOR	3,293.04	-	-	3,293.04
CONAWAY	RICHARD	SPECIALIST (REC)	1,028.94	-	-	1,028.94
CONAWAY	RHONDA	ASSISTANT DIRECTOR	14,828.12	-	-	14,828.12
CONAWAY	PATRICK	SPECIALIST (REC)	5,644.68	-	-	5,644.68
CONNOR	ELIZABETH	SPECIALIST (REC)	6,447.08	-	-	6,447.08
COTTER	JUSTIN	ASSISTANT DIRECTOR	2,950.90	-	-	2,950.90
COUPER	SUSAN	ADULT CONTRACTOR	17,191.90	-	-	17,191.90
CROWLEY	LISA	PLAYGROUP STAFF - MANAGER	6,870.92	-	-	6,870.92
CUMMINS	VICTORIA	SR. COUNSELOR (CERTIFIED-REC)	250.92	-	-	250.92
DIXON	GABRIELLE	SPECIALIST (REC)	5,735.01	-	-	5,735.01
DONEHEY	OLIVIA	SR. COUNSELOR (CERTIFIED-REC)	1,560.00	-	-	1,560.00
DUBSKY	ANDREW	LEADER/COUNSELOR (REC)	3,180.00	-	-	3,180.00
ECKLES	CARLY	INSTRUCTOR II	494.70	-	-	494.70
FAIR	KEVIN	SPECIALIST (REC)	3,312.20	-	-	3,312.20
FARRELL	SARAH	PROGRAM ASSISTANT	118.58	-	-	118.58
FEDERICO GROME	TAYLOR	SPECIALIST (REC)	2,913.12	-	-	2,913.12
FINKELSTEIN	DEBORAH	SPECIALIST (REC)	2,401.20	-	-	2,401.20
FITZGERALD	AMY	SR. COUNSELOR (CERTIFIED-REC)	3,366.00	-	-	3,366.00
FLEMING	KATHLEEN	PROGRAM INSTRUCTOR	1,311.34	-	-	1,311.34
FLORES	CRIS	PROGRAM ASSISTANT	4,593.40	-	-	4,593.40
FOLEY	SHANNON	SPECIALIST (REC)	774.69	-	-	774.69
FRECHETTE	MATTHEW	PROGRAM ASSISTANT	11,833.57	-	-	11,833.57
FRIEDMAN	AARON	DIRECTOR REC PROGRAM / SP EVEN	70,723.38	-	750.00	71,473.38
GAGNON	CHARLES	LEADER/COUNSELOR (REC)	4,615.51	-	-	4,615.51
GALAI	MEREDITH	SPECIALIST (REC)	10,633.95	-	-	10,633.95
GALANTE	LOUIS	CERTIFIED SPORTS OFFICIAL	691.52	-	-	691.52
GARRITY	ELISE	SPECIALIST (REC)	5,005.14	-	-	5,005.14
GENASKE	KATHLEEN	PLAYGROUP STAFF - MANAGER	5,683.70	-	-	5,683.70
GILES	BRUNO	CERTIFIED SPORTS OFFICIAL	691.52	-	-	691.52
GLICK	ADAM	SPECIALIST (REC)	894.34	-	-	894.34
GRIFFITH	JOHN	CERTIFIED SPORTS OFFICIAL	615.08	-	-	615.08
HAMNETT	DOHALD	SPECIALIST (REC)	600.00	-	-	600.00
HARWOOD	CATHERINE	PROGRAM SUPERVISOR (REC)	5,005.83	-	-	5,005.83
HILL	JAMIE	SPECIALIST (REC)	5,011.79	-	-	5,011.79
HOURIHAN	THOMAS	PROGRAM SUPERVISOR (REC)	5,373.00	-	-	5,373.00
INGHAM	CURTIS	SR. COUNSELOR (CERTIFIED-REC)	1,456.00	-	-	1,456.00
JENKINS	GEORGE	PROGRAM SUPERVISOR (REC)	2,454.38	-	-	2,454.38
JENNETT	ALLISON	SPECIALIST (REC)	126.00	-	-	126.00
JEWETT	JAKE	SR. COUNSELOR (CERTIFIED-REC)	4,032.00	-	-	4,032.00
KALRA	TASHA	LEADER/COUNSELOR (REC)	3,396.25	-	-	3,396.25
KAMMER	BENJAMIN	LEADER/COUNSELOR (REC)	3,243.60	-	-	3,243.60
KEARNS	KRYSTAL	PROGRAM ASSISTANT	4,994.64	-	-	4,994.64
KEEFE	DANIEL	ASSISTANT DIRECTOR PARKS/REC	83,393.02	-	1,250.00	84,643.02
KEEFE	KARLA	DIRECTOR REC PROGRAM / SP EVEN	17,199.75	-	-	17,199.75
KENNEDY	VICTORIA	LEADER/COUNSELOR (REC)	108.00	-	-	108.00
KING	BRYAN	ADULT CONTRACTOR	151.75	-	-	151.75
KINUGAWA	MIKI	SR. COUNSELOR (CERTIFIED-REC)	4,728.00	-	-	4,728.00
KOSKOVICH	PAMELA	SPECIALIST (REC)	1,404.00	-	-	1,404.00
LARKIN	JOHN	PROGRAM SUPERVISOR (REC)	5,703.08	-	-	5,703.08
LASRI	TAMAR	SPECIALIST (REC)	2,560.40	-	-	2,560.40
LAURENT	ALEXANDER	LIFE GUARD	4,662.00	-	-	4,662.00
LEDERMAN	WILLIAM	LEADER/COUNSELOR (REC)	3,066.00	-	-	3,066.00
LIBBY	JEFFREY	ASSISTANT DIRECTOR	136.00	-	-	136.00
LOFTUS	AIDAN	LEADER/COUNSELOR (REC)	3,061.50	-	-	3,061.50
LONDON	EMILY	LEADER/COUNSELOR (REC)	40.25	-	-	40.25
LONDON	JILL	PLAYGROUP STAFF - MANAGER	20,679.45	-	-	20,679.45
LYDON	ANDREW	SPECIALIST (REC)	2,425.13	-	-	2,425.13
MACKKEY	JOANN	NURSE	6,925.00	-	-	6,925.00
MACOMBER	JACQUELINE	PROGRAM SUPERVISOR (REC)	6,053.54	-	-	6,053.54
MAGARIE	KENNETH	SPECIALIST (REC)	2,545.92	-	-	2,545.92
MAGARIE	ALTORIA	PROGRAM SUPERVISOR (REC)	164.73	-	-	164.73
MAGEE	LORRAINE	SR. COUNSELOR (CERTIFIED-REC)	4,383.96	-	-	4,383.96
MAPEL	LISA	CLERICAL ASSISTANT	17,048.97	-	-	17,048.97
MARCHAND	GRIFFIN	SR. COUNSELOR (CERTIFIED-REC)	3,567.96	-	-	3,567.96
MARIANO	JULIA	ATTENDANT (REC)	2,141.70	-	-	2,141.70
MARSTON	ELIZABETH	LEADER/COUNSELOR (REC)	3,707.94	-	-	3,707.94
MARSTON	EMILY	LEADER/COUNSELOR (REC)	4,070.54	-	-	4,070.54
MCQUILLEN	PATRICK	LIFE GUARD	5,442.64	-	-	5,442.64
MCQUILLEN	SHEILA	LIFE GUARD	439.81	-	-	439.81
MCQUILLEN	JAMES	ATTENDANT (REC)	4,001.21	-	-	4,001.21
MELVILLE	HANNAH	SPECIALIST (REC)	4,462.09	-	-	4,462.09
MEURER	LAUREN	TEEN COORDINATOR	44,089.50	-	588.00	44,677.50
MOLINA	NANCY	PROGRAM ASSISTANT	6,604.16	-	-	6,604.16
MORIN	ANDREW	NURSE	1,624.00	-	-	1,624.00
MORRISON	JACK	LEADER/COUNSELOR (REC)	3,091.25	-	-	3,091.25

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
MORRISON	MIRIAM	PROGRAM SUPERVISOR (REC)	3,298.37	-	-	3,298.37
MORTON	NICHOLAS	SPECIALIST (REC)	1,455.00	-	-	1,455.00
MOSER	KATE	ATTENDANT (REC)	2,375.58	-	-	2,375.58
MUCCIARONE	PRESTON	SPECIALIST (REC)	42.00	-	-	42.00
MURPHY	WILLIAM	LEADER/COUNSELOR (REC)	3,476.50	-	-	3,476.50
NASS	ARI	ASSISTANT LEADER (REC)	3,919.11	-	-	3,919.11
O'CONNELL	CHRIS	PROGRAM SUPERVISOR (REC)	7,956.00	-	-	7,956.00
OTTERI	ELEANOR	INSTRUCTOR II	38.00	-	-	38.00
OWEN	DAVID	CERTIFIED SPORTS OFFICIAL	1,117.95	-	-	1,117.95
PACHECO	JANINE	LEADER/COUNSELOR (REC)	516.00	-	-	516.00
PARTANEN	MEGAN	SPECIALIST (REC)	5,299.00	-	-	5,299.00
PINAULT	KAREN	DIRECTOR PARKS & REC SVS	92,528.89	-	750.00	93,278.89
PINI	LINDA	ADMINISTRATIVE ASSISTANT	54,112.22	2,090.98	2,500.00	58,703.20
PORTER	MEGHAN	SR. COUNSELOR (CERTIFIED-REC)	5,278.00	-	-	5,278.00
PUTNAM	DENNIS	ADULT CONTRACTOR	459.22	69.58	-	528.80
RAINONE	PETER	CERTIFIED SPORTS OFFICIAL	615.08	-	-	615.08
RAIABI	AMY	PROGRAM SUPERVISOR (REC)	3,575.61	-	-	3,575.61
ROBERTS	ROXANNA	SPECIALIST (REC)	3,659.25	-	-	3,659.25
RODIS	FRANCIS	SPECIALIST (REC)	1,214.07	-	-	1,214.07
ROLLINS	KEVIN	PROGRAM SUPERVISOR (REC)	5,635.50	-	-	5,635.50
ROVNER	ANDREW	PROGRAM SUPERVISOR (REC)	6,975.68	-	-	6,975.68
SANT	MATTHEW	ADULT CONTRACTOR	546.30	-	-	546.30
SCHNEIDER	JAY	LEADER/COUNSELOR (REC)	3,332.50	-	-	3,332.50
SCHNEIDER	DAVID	LEADER/COUNSELOR (REC)	3,932.38	-	-	3,932.38
SCHNEIDER	MATTHEW	HEAD LIFE GUARD	503.64	-	-	503.64
SEARS	RYAN	HEAD LIFE GUARD	829.13	-	-	829.13
SEFTON	ERIC	SPECIALIST (REC)	112.00	-	-	112.00
SEVERANCE	DONALD	CERTIFIED SPORTS OFFICIAL	328.43	-	-	328.43
SHAGORY	JONATHAN	ASSISTANT DIRECTOR	285.60	-	-	285.60
SLATTERY	EDWARD	PROGRAM SUPERVISOR (REC)	3,944.85	-	-	3,944.85
SLOTNICK	RICHARD	CERTIFIED SPORTS OFFICIAL	621.08	-	-	621.08
SMERDON	TATIANA	SR. COUNSELOR (CERTIFIED-REC)	3,462.00	-	-	3,462.00
SMITH	CONNOR	ATTENDANT (REC)	2,818.20	-	-	2,818.20
SORDILLO	JOSEPH	SPECIALIST (REC)	5,669.16	-	-	5,669.16
SPARIO	NINA	SPECIALIST (REC)	164.22	-	-	164.22
SPENCER	ELIZABETH	LEADER/COUNSELOR (REC)	4,147.00	-	-	4,147.00
SPINAZOLA	JESSICA	SPECIALIST (REC)	10,434.92	-	-	10,434.92
STEVENS	RODNEY	ADULT CONTRACTOR	493.19	-	-	493.19
STEVENS	BRIDGET	SPECIALIST (REC)	8,604.73	-	-	8,604.73
SWANSON	JULIA	SPECIALIST (REC)	9,088.00	-	-	9,088.00
TAMAREN LEDDY	JAKE	ATTENDANT (REC)	2,519.40	-	-	2,519.40
THABIT	BARRETT	SPECIALIST (REC)	2,424.09	-	-	2,424.09
THATCHER	PETER	SPECIALIST (REC)	4,292.64	-	-	4,292.64
TIFFANY	TAMERA	SR. COUNSELOR (CERTIFIED-REC)	3,780.00	-	-	3,780.00
TRABUCCO	NICOLE	SPECIALIST (REC)	4,280.50	-	-	4,280.50
ULUSKI	CARRIE	PROGRAM SUPERVISOR (REC)	3,453.67	-	-	3,453.67
VERDELLI	BRIAN	CERTIFIED SPORTS OFFICIAL	1,073.08	-	-	1,073.08
WALKER	GEMMA	SPECIALIST (REC)	242.76	-	-	242.76
WALKER	DINNEEN	PROGRAM SUPERVISOR (REC)	2,675.19	-	-	2,675.19
WALZ	BRAD	ASSISTANT DIRECTOR	6,067.80	-	-	6,067.80
WHITE	OLIVIA	INSTRUCTOR II	5,970.42	-	-	5,970.42
WHITE	JAMES	PROGRAM SUPERVISOR (REC)	2,841.82	-	-	2,841.82
WILLIAMS	AMANDA	SPECIALIST (REC)	110.00	-	-	110.00
WOOD	PATRICIA	PROGRAM SUPERVISOR (REC)	6,763.57	-	-	6,763.57
WOODWARD	JEFFERSON	SPECIALIST (REC)	4,977.00	-	-	4,977.00
WRIGHT	JONATHAN	PROGRAM SUPERVISOR	6,210.04	-	-	6,210.04
YANOVITCH	CINDY	PROGRAM SUPERVISOR (REC)	18,424.80	-	-	18,424.80
	EMMA	ASSISTANT SWIM COACH	1,837.50	-	-	1,837.50
			<b>1,010,086.79</b>	<b>2,160.56</b>	<b>6,838.00</b>	<b>1,019,085.35</b>
<b>SASSAMON TRACE GOLF COURSE</b>						
ARMANDO	KRISTOFFER	SUPERINTENDANT GOLF COURSE	35,072.29	-	4,132.30	39,204.59
BOGLE	KERRY	CLUB HOUSE ATTENDANTS (GOLF)	4,914.00	-	-	4,914.00
BRACCIALE	CYNTHIA	CLUB HOUSE ATTENDANTS (GOLF)	6,009.00	-	-	6,009.00
CARLSON	CHERYL	CLUB HOUSE ATTENDANTS (GOLF)	3,725.12	-	-	3,725.12
COWEN	BRADLEY	RANGER/STARTER (GOLF)	1,278.00	-	-	1,278.00
COLLINS	VINCENT	GOLF COURSE MECHANIC	10,478.75	-	-	10,478.75
DIMIDIS	WILLIAM	LABORER 1 GOLF	4,992.00	-	-	4,992.00
DONNELLY	ROBERT	RANGER/STARTER (GOLF)	3,873.00	-	-	3,873.00
DUFFY	MARK	RANGER/STARTER (GOLF)	8,718.00	-	-	8,718.00
FONTAINE	ERIC	SUPERINTENDANT GOLF COURSE	26,250.00	-	-	26,250.00
HANSCOM	RICHARD	RANGER/STARTER (GOLF)	780.00	-	-	780.00
JENNINGS	LEONARD	EQUIPMENT OPERATOR GOLF	6,979.50	-	-	6,979.50
KEELER	BARBARA	CLUB HOUSE ATTENDANTS (GOLF)	4,839.00	-	-	4,839.00
KELLEY	JOHN	CLUB HOUSE ATTENDANTS (GOLF)	4,113.00	-	-	4,113.00
KENIRY	JOHN	EQUIPMENT OPERATOR GOLF	8,141.00	-	-	8,141.00
MARKS	JAKE	CLUB HOUSE ATTENDANTS (GOLF)	969.00	-	-	969.00
MARTO	RALPH	RANGER/STARTER (GOLF)	4,284.00	-	-	4,284.00
MCDOWELL	KURT	MANAGER SASSAMON TRACE GOLF CR	72,069.53	-	1,750.00	73,819.53
NEWMAN	JANET	CLUB HOUSE ATTENDANTS (GOLF)	6,105.60	-	-	6,105.60
O'CONNOR	JACK	EQUIPMENT OPERATOR GOLF	98.00	-	-	98.00
PAOLETTI	PAUL	CLUB HOUSE ATTENDANTS (GOLF)	3,948.00	-	-	3,948.00
QUEMERE	ANDRE	CLUB HOUSE ATTENDANTS (GOLF)	3,537.00	-	-	3,537.00
SACCHETTI	CHRIS	CLUB HOUSE SUPERVISOR (GOLF)	12,289.50	-	-	12,289.50
SEGAL	DAVID	ASSIST MANAGER GOLF COURSE	25,797.28	8,101.40	-	33,898.68
SHEINFELD	ROBERT	RANGER/STARTER (GOLF)	3,144.00	-	-	3,144.00
SMITH	SUSAN	ADULT CONTRACTOR	2,310.00	-	-	2,310.00
SOWDEN	ROBERT	EQUIPMENT OPERATOR GOLF	1,176.00	-	-	1,176.00
SURFACE	PAUL	CLUB HOUSE ATTENDANTS (GOLF)	1,932.00	-	-	1,932.00
THORSEN	FREDERICK	EQUIPMENT OPERATOR GOLF	5,071.00	-	-	5,071.00
VERNA	SOPHIA	CLUB HOUSE ATTENDANTS (GOLF)	4,860.00	-	-	4,860.00
WHITE	ROBERT	EQUIPMENT OPERATOR GOLF	4,160.00	-	-	4,160.00
WORTHINGTON	CARTER	CLUB HOUSE ATTENDANTS (GOLF)	2,987.50	-	-	2,987.50
			<b>284,901.07</b>	<b>8,101.40</b>	<b>5,882.30</b>	<b>298,884.77</b>
<b>NON CONTRIB</b>						
CARDELLICCHIO	DOLORES	NON CONTRIB PENSION FIRE	-	-	17,803.97	17,803.97
			-	-	<b>17,803.97</b>	<b>17,803.97</b>
<b>RETIREMENT BOARD</b>						
BACON	KATHLEEN	DIRECTOR RETIREMENT SYSTEM	113,675.69	-	-	113,675.69
MANCUSO	MARYJO	RETIRE BD EXECUTIVE ASS'T	77,638.27	-	-	77,638.27
			<b>191,313.96</b>	-	-	<b>191,313.96</b>
<b>SCHOOL ADMINISTRATION - 22</b>						
ADAMS	ELIZABETH	CERTIFIED LICENSED ASSISTANT	29,278.25	-	-	29,278.25
AFONSO	TYLER	TECHNOLOGY INTERN	2,367.44	-	-	2,367.44
AFONSO	SAMUEL	TECHNOLOGY INTERN	3,039.43	-	-	3,039.43
AKMURADOV	ISMAIL	INSTRUMENTAL MUSIC INST PRIVAT	27,304.60	-	-	27,304.60
ALDRICH	FREDERICK	INSTRUMENTAL MUSIC INST PRIVAT	10,099.22	-	-	10,099.22
ARDONIS	RACHEL	BOKS INSTRUCTOR	-	-	2,000.00	2,000.00
ASHE	JENNIFER	BOKS INSTRUCTOR	-	-	1,000.00	1,000.00
BARBATO	GAIL	SUBSTITUTE COORDINATOR	22,835.00	-	-	22,835.00
BERG	LYNDA	LEVEL III SECRETARY SCHOOL YR	33,449.27	-	777.50	34,226.77
BLANKMAN	PAUL	BOKS INSTRUCTOR	-	-	2,000.00	2,000.00
BOSTIAN	WALTER	INSTRUMENTAL MUSIC INST PRIVAT	3,943.83	-	-	3,943.83
BURGOYNE	LISA	BOKS INSTRUCTOR	-	-	2,000.00	2,000.00
CADAVIECO	EVAN	INSTRUMENTAL MUSIC INST PRIVAT	7,664.50	-	-	7,664.50
CHIU	SONIA	BOKS INSTRUCTOR	-	-	1,100.00	1,100.00

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
CLARK	JAMISON	INSTRUMENTAL MUSIC INST PRIVAT	4,829.39	-	-	4,829.39
CLAYBOURNE	JOHN	INSTRUMENTAL MUSIC INST PRIVAT	8,241.14	-	-	8,241.14
COHEN	DONNA	LEVEL II SECRETARY SCHOOL YEAR	50,155.62	88.76	4,750.00	54,994.38
COHEN	RICHARD	CAFETERIA MONITOR	-	-	1,000.00	1,000.00
CONNELLY	LAUREN	CERTIFIED LICENSED ASSISTANT	26,203.77	-	-	26,203.77
CROSBY	CHRISTINE	LEVEL II SECRETARY SCHOOL YEAR	50,968.11	-	250.00	51,218.11
CUSHING	KAREN	LEVEL III SECRETARY SCHOOL YR	32,722.70	108.30	-	32,831.00
DACEY	JOAN	ABA TECHNICIAN	37,908.45	-	-	37,908.45
DISILVIO	JAMES	TECHNOLOGY INTERN	3,311.31	-	-	3,311.31
DOHERTY	MARYLU	LEVEL III SECRETARY SCHOOL YR	43,217.76	-	180.00	43,397.76
DONAHUE	ELIZABETH	BOKS INSTRUCTOR	-	-	700.00	700.00
DOUCETTE	KELLY	CLERICAL WORKER PART TIME	12,363.35	-	-	12,363.35
DRISCOLL	KATHRYN	INSTRUMENTAL MUSIC INST PRIVAT	13,808.09	-	-	13,808.09
ENOS	RYAN	INSTRUMENTAL MUSIC INST PRIVAT	2,619.36	-	-	2,619.36
FAZIO	GIUSEPPE	ABA TECHNICIAN	41,692.81	5,321.89	-	47,014.70
FEDERICI	DAVID	BOKS INSTRUCTOR	-	-	1,000.00	1,000.00
FLYNN	MAURA	LEVEL III SECRETARY SCHOOL YR	31,126.23	-	-	31,126.23
GENASKE	KATHLEEN	BOKS INSTRUCTOR	-	-	2,000.00	2,000.00
GUAGENTY	KELLY	LEVEL III SECRETARY SCHOOL YR	46,307.68	521.95	2,800.00	49,629.63
GUSTAVSEN	HALEY	INSTRUMENTAL MUSIC INST PRIVAT	958.50	-	-	958.50
HALLORAN	BRITTANY	ABA TECHNICIAN	34,739.05	-	-	34,739.05
HARVEY	WILLIAM	TECHNOLOGY INTERN	2,887.79	-	-	2,887.79
HASWELL	MARGARET	LEVEL III SECRETARY SCHOOL YR	32,225.48	153.72	-	32,379.20
HOUHAN	JEANNE	LEVEL III SECRETARY SCHOOL YR	42,679.33	6,428.73	2,250.00	51,358.06
INGOLDSBY	CHRISTIE	LEVEL II SECRETARY SCHOOL YEAR	47,955.57	-	-	47,955.57
KAYE	RONALD	INSTRUMENTAL MUSIC INST PRIVAT	16,377.80	-	-	16,377.80
KELLEY	DONNA	LEVEL II SECRETARY SCHOOL YEAR	49,838.73	-	-	49,838.73
LEDERMAN	ELIZABETH	LEVEL II SECRETARY SCHOOL YEAR	47,275.82	177.53	-	47,453.35
LEVANDOWSKI	BRIDGET	ABA TECHNICIAN	12,006.90	-	-	12,006.90
LEVINSON	MARISSA	BOKS INSTRUCTOR	-	-	1,700.00	1,700.00
LINDSEY	ALESSANDRO	TECHNOLOGY INTERN	2,813.00	-	-	2,813.00
LUTKEVICH	ALEXANDRA	ACCOMPANIST	-	-	14,813.62	14,813.62
MABARDY	JEAN	NHS STUDENT SUPERVISOR	6,054.30	-	-	6,054.30
MABARDY	ALYSSA	HIGH SCHOOL TUTOR	27,451.20	-	7,762.72	35,213.92
MACBLANE	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	46,598.64	-	900.00	47,498.64
MACCONNELL CHASE	HEATHER	BOKS INSTRUCTOR	-	-	1,000.00	1,000.00
MAGGS	JUDITH	LEVEL III SECRETARY SCHOOL YR	44,211.41	-	-	44,211.41
MANNING	RACHELE	BOKS INSTRUCTOR	-	-	1,200.00	1,200.00
MANZELLA	ALLISON	BOKS INSTRUCTOR	-	-	700.00	700.00
MAZONSON	ERIC	ACCOMPANIST	-	-	8,537.61	8,537.61
MCWHINNIE	MICHELLE	ABA TECHNICIAN	36,110.43	-	-	36,110.43
MEYER	KATHRYN	ABA TECHNICIAN	12,127.51	-	-	12,127.51
MILCH	DOUGLAS	VIRTUAL EDUCATION SUPERVISOR	45,439.46	-	2,975.00	48,414.46
MORIN	ELIZABETH	ABA TECHNICIAN	33,275.97	-	-	33,275.97
MURPHY	SHAUNA	ABA TECHNICIAN	30,885.81	-	-	30,885.81
NEWMAN	JANE ELLEN	RECYCLING ATTENDANT	1,806.25	-	-	1,806.25
O REILLY	ERIN	ABA TECHNICIAN	34,541.88	-	-	34,541.88
OXFORD	JUDITH	STUDENT COMMUNITY COACH ANNUL	26,520.00	-	-	26,520.00
PARRAMORE	ALLISON	INSTRUMENTAL MUSIC INST PRIVAT	12,723.41	-	-	12,723.41
PONGRATZ	JODY ANN	ACCOMPANIST	-	-	8,512.50	8,512.50
POWER	MARGARET	BOKS INSTRUCTOR	-	-	1,000.00	1,000.00
POWSNER	SUSAN	ABA TECHNICIAN	32,586.14	-	-	32,586.14
RANERI	DANIELLE	LEVEL III SECRETARY SCHOOL YR	39,823.73	19.30	-	39,843.03
REAM	DEBORAH	INSTRUMENTAL MUSIC INST PRIVAT	24,211.50	-	-	24,211.50
RICARDO	JILL	ABA TECHNICIAN	34,730.51	-	-	34,730.51
RONDEAU KEEDY	JEANNINE	ABA TECHNICIAN	30,106.22	-	-	30,106.22
ROSENDALE	PATRICK	BOKS INSTRUCTOR	-	-	2,400.00	2,400.00
ROSENSTEIN	JAE	BOKS INSTRUCTOR	-	-	1,100.00	1,100.00
RUSSELL	KRISTINA	ONLINE TRAINING FACILITATOR	33,079.25	-	-	33,079.25
SEAVEY	TALIA	HIGH SCHOOL TUTOR	16,868.25	-	-	16,868.25
SILVERSTEIN	STEVEN	INSTRUMENTAL MUSIC INST PRIVAT	2,985.75	-	-	2,985.75
SLATTERY	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	50,500.06	621.36	1,252.50	52,373.92
SQUAIR	MARGARET	BOKS INSTRUCTOR	-	-	2,200.00	2,200.00
TARANTO	RAMON	INSTRUMENTAL MUSIC INST PRIVAT	18,818.61	-	-	18,818.61
TATIAN	MICHAEL	BOKS INSTRUCTOR	-	-	2,000.00	2,000.00
THERIAULT	GABRIELLE	ABA TECHNICIAN	34,649.94	-	-	34,649.94
THURSTON	SAMUEL	INSTRUMENTAL MUSIC INST PRIVAT	35,782.92	-	1,524.08	37,307.00
TOMASO	JOSEPH	WELLNCTRSPUPERVISOR	36,706.07	3,098.28	5,382.00	45,186.35
TURNER	KELSIE	ABA TECHNICIAN	12,882.57	-	-	12,882.57
ULLRICH	DANIELLE	LEVEL II SECRETARY SCHOOL YEAR	48,727.75	-	1,400.00	50,127.75
VANG	ELLIOTT	BOKS INSTRUCTOR	28,839.09	-	79.22	28,918.31
WARD	JOHN	ONLINE TRAINING FACILITATOR	-	-	1,900.00	1,900.00
WILLIAMS	PATRICIA	LEVEL II SECRETARY SCHOOL YEAR	44,596.86	-	-	44,596.86
WILSON	KRISTEN	CERTIFIED LICENSED ASSISTANT	33,526.63	-	-	33,526.63
WU	LINDEN	INSTRUMENTAL MUSIC INST PRIVAT	14,723.07	-	-	14,723.07
ZIAD	NAZ	LEVEL III SECRETARY SCHOOL YR	20,151.39	-	-	20,151.39
ZITOLI	JILLIAN	ABA TECHNICIAN	25,391.84	-	201.00	25,592.84
			<b>1,812,649.70</b>	<b>16,539.82</b>	<b>92,347.75</b>	<b>1,921,537.27</b>
<b>SCHOOL ADMINISTRATION - 52</b>						
AHERN	JOAN	LEVEL I SECRETARY	61,011.34	-	250.00	61,261.34
ASSENCOA	ALLISON	LEVEL III SECRETARY	51,165.96	-	-	51,165.96
ASSUNCAO	RENAN	PLANNING & BUDGET ANALYST	68,459.88	-	-	68,459.88
BECKWITH	TODD	TECHNICIAN II	61,909.46	-	-	61,909.46
BILLINGS	JAMIE	TECHNICIAN II	60,010.97	-	-	60,010.97
BODWELL	ERIC	BOARD CERT BEHAVIOR ANALYST	51,730.43	-	-	51,730.43
BOLAND	RYAN	TECHNICIAN II	60,010.97	-	-	60,010.97
COTRAN	BRADLEY	NETWORK ENGINEER	17,840.65	-	-	17,840.65
CRANDALL	THERESE	LEVEL II SECRETARY	56,531.00	824.68	339.24	57,694.92
CREEDON	DAVID	BOARD CERT BEHAVIOR ANALYST	86,968.49	-	-	86,968.49
CRUZ	CHRISTOPHER	TECHNOLOGY INTERN	2,299.63	-	-	2,299.63
CRUZ	CHRISTOPHER	TECHNICIAN II	62,384.78	-	-	62,384.78
CULVER	SHERRY	DATA MGR OF CURRIC & ASSES SYS	85,598.38	-	-	85,598.38
DAVENPORT	APRIL	LEVEL II SECRETARY	50,107.71	-	-	50,107.71
DAVIS	MARIANNE	DIRECTOR HUMAN RESOURCES	138,114.38	-	500.00	138,614.38
DENENBERG	HELAINE	DATA ENTRY CLERK	3,356.81	-	-	3,356.81
DIMITROVA TOPALOFF	NATALIA	PROJECT COORDINATOR - FY	58,831.83	-	-	58,831.83
DISILVIO	JACK	TECHNOLOGY INTERN	3,847.64	-	-	3,847.64
DOWNING	KIRK	ASST SUPERINTENDENT CURRICULUM	150,999.95	-	5,000.00	155,999.95
FIFFY	KAYLA	BOARD CERT BEHAVIOR ANALYST	14,173.62	-	-	14,173.62
FISHER	IAN	TECHNOLOGY INTERN	3,296.73	-	-	3,296.73
GOLLNICK	CHRISTOPHER	TECHNICIAN II	58,748.64	-	3,581.69	62,330.33
GRAY	PETER	DIRECTOR OF FINANCE	146,692.50	-	4,050.00	150,742.50
GRIMMER	SUSAN	PLANNING & BUDGET ANALYST	72,359.69	-	-	72,359.69
HEALY	CHRISTOPHER	TECHNOLOGY INTERN	4,213.74	-	-	4,213.74
HOTCHKISS	HILLARY	BOARD CERT BEHAVIOR ANALYST	88,784.88	-	265.91	89,050.79
JEANLYS	ANTONIO	TECHNOLOGY INTERN	3,435.53	-	-	3,435.53
JOYAL	PAULA	DATA ENTRY CLERK	4,550.82	-	-	4,550.82
KASWELL	ERICA	LEVEL I SECRETARY	58,644.80	1,121.21	-	59,766.01
KEMBLE	MATTHEW	BOARD CERT BEHAVIOR ANALYST	20,305.71	-	-	20,305.71
KOHRMAN	ADAM	BOARD CERT BEHAVIOR ANALYST	26,527.26	-	-	26,527.26
LARKIN	CATHERINE	LEVEL II SECRETARY	58,251.87	-	3,520.53	61,772.40
LUFF	TIMOTHY	ASST SUPERINTENDENT STUDENT SVS	148,004.02	-	8,307.69	156,311.71
MACGREGOR	JOYCE	LEVEL II SECRETARY	58,251.87	133.15	250.00	58,635.02
MAGLEY	GRACEANN	DIRECTOR OF DIGITAL LEARNING	99,563.01	-	500.00	100,063.01
MARASCIA	PAMELA	DATA BUDGET & CONTROL ANALYST	61,366.14	-	194.41	61,560.55
MARTEL	MELISSA	ASSISTANT DIRECTOR FINANCE	102,980.83	-	-	102,980.83
MARYLAND	CHRISTINA	GRANTS, RESEARCH, COMM SPECIAL	85,064.16	-	1,000.00	86,064.16



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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
MATTIA	KATHLEEN	LEVEL I SECRETARY	61,011.34	-	250.00	61,261.34
MCANDREW	JOHN	DATA MANAGER OF ADMIN SYSTEMS	70,929.72	-	-	70,929.72
MCDERMOTT	ROSE	SECRETARY TO SUPERINTENDENT	75,721.29	-	500.00	76,221.29
NOLIN	ANNA	SUPERINTENDENT SCHOOLS	202,107.66	-	14,269.23	216,376.89
PAINE	PATRICIA	LEVEL I SECRETARY	57,225.71	-	-	57,225.71
PAINTER	ANDREW	NETWORK ENGINEER	15,675.40	-	-	15,675.40
PAPPAGALLO	JOSEPH	LEVEL II SECRETARY	57,740.62	-	-	57,740.62
REILLY	SHARON	SECRETARY TO SUPERINTENDENT	509.52	-	-	509.52
ROBIDOUX	PAMELA	LEVEL II SECRETARY	58,251.87	-	300.00	58,551.87
ROCHE	DENNIS	DIRECTOR TECHNOLOGY	136,046.61	-	1,000.00	137,046.61
SAFRAN	SIMON	TECHNOLOGY INTERN	2,707.78	-	-	2,707.78
SCHNAIR	JACK	TECHNOLOGY INTERN	4,529.91	-	-	4,529.91
SLATTERY	DONNA	LEVEL II SECRETARY	58,251.87	665.74	200.00	59,117.61
SPENCER	LISA	LEVEL II SECRETARY	58,251.87	-	610.00	58,861.87
STEFANOWICZ	BENNETT	TECHNOLOGY INTERN	2,173.98	-	-	2,173.98
THISTLE	JASON	NETWORK MANAGER	96,722.07	-	2,000.00	98,722.07
TOKLU	JANET	HUMAN RESOURCES ASSISTANT	62,231.08	701.25	-	62,932.33
TWOHIG	LINDSAY	ATHLETIC TRAINER	20,764.08	-	140.00	20,904.08
VENET	JACOB	TECHNOLOGY INTERN	7,218.30	-	-	7,218.30
WARREN	DANIEL	DEPLOYMENT SPECIALIST	69,539.12	-	-	69,539.12
WHITE	SANDRA	LEVEL II SECRETARY	58,251.87	-	200.00	58,451.87
WILSON	LAKISHA	HELP DESK MANAGER	76,586.33	-	200.00	76,786.33
			<b>3,498,844.08</b>	<b>3,446.03</b>	<b>47,428.70</b>	<b>3,549,718.81</b>
<b>PARA PROFESSIONAL</b>						
ACKERLEY	JEANNE	PARA EDUCATORS - PRE & MIDDLE	20,511.91	-	37.62	20,549.53
ACKERLEY	LAUREN	PARA EDUCATORS - PRE & MIDDLE	24,665.72	-	-	24,665.72
ALBAN	NICOLE	PARA EDUCATORS - ELM	19,569.88	-	-	19,569.88
ALGUS	KAREN	KINDERGARTEN TUTOR GRANDFATHER	17,660.80	-	-	17,660.80
APLEGATE	MARY KATE	CAFETERIA MONITOR	861.83	-	-	861.83
ARNO	JOSHUA	PARA EDUCATORS - ELM	12,585.31	-	-	12,585.31
ARNO	KIMBERLEE	CAFETERIA MONITOR	7,041.66	-	-	7,041.66
BABSON	JOANNE	PARA EDUCATORS - PRE & MIDDLE	22,199.23	-	-	22,199.23
BALDERSON	JULIE	PARA EDUCATORS - PRE & MIDDLE	24,397.09	-	37.62	24,434.71
BANDAY	SAVERA	PARA EDUCATORS - PRE & MIDDLE	24,531.41	-	-	24,531.41
BATES	GINA	PARA EDUCATORS - PRE & MIDDLE	10,864.82	134.90	120.00	11,119.72
BENBENEK	ELIZABETH	KINDER TUTOR AFTER 08/2015	8,951.20	-	-	8,951.20
BERELOWITZ	ELANA	PARA EDUCATORS - ELM	27,708.78	-	-	27,708.78
BERGIN	JAN	PARA EDUCATORS - ELM	27,735.78	-	120.00	27,855.78
BERLIN	JOAN	FEIP TUTORS	13,446.77	-	-	13,446.77
BHATNAGAR	SHELLY	PARA EDUCATORS - ELM	34,244.42	3,597.15	-	37,841.57
BLACK	ALLISON	PARA EDUCATORS - PRE & MIDDLE	18,605.17	-	-	18,605.17
BLACQUIER	KATHERINE	CAFETERIA MONITOR	1,873.30	-	-	1,873.30
BORREGO	KARYN	PARA EDUCATORS HIGH SCHOOL	13,116.57	2,359.22	-	15,475.79
BRADBURY	JOHN	PARA EDUCATORS HIGH SCHOOL	17,952.86	-	-	17,952.86
BRADFORD	MARTHA	CAFETERIA MONITOR	2,014.99	-	-	2,014.99
BRANSON	MARY	KINDER TUTOR AFTER 08/2015	12,591.20	-	-	12,591.20
BREDIN	JENNIFER	PARA EDUCATORS - ELM	27,681.79	-	-	27,681.79
BROWN	LOIS	FEIP TUTORS	12,379.83	-	-	12,379.83
BROWN	LYNN	KINDER TUTOR AFTER 08/2015	9,041.72	-	-	9,041.72
BROWNING	CHRISTINE	PARA EDUCATORS - ELM	26,769.65	-	2,400.00	29,169.65
BRUCE	MICHAEL	PARA EDUCATORS - PRE & MIDDLE	7,720.63	-	225.86	7,946.49
CAIN	KAREN	PARA EDUCATORS - PRE & MIDDLE	29,564.76	122.92	250.00	29,937.68
CALDERON	MARY	PARA EDUCATORS - ELM	27,762.78	-	-	27,762.78
CARRICK	IRENE	MEDIA PARA HIGH SCHOOL	35,783.54	775.88	1,425.00	37,984.42
COLES	GARRY	PARA EDUCATORS HIGH SCHOOL	28,141.01	78.00	12,195.12	40,414.13
COX	JANEEN	FEIP TUTORS	5,423.33	-	-	5,423.33
CRANE	KELLY	CAFETERIA MONITOR	1,373.04	-	-	1,373.04
CULKIN	CONSTANCE	MEDIA PARA PRE & MIDDLE	28,695.04	-	250.00	28,945.04
CUNNINGHAM	KAREN	KINDERGARTEN TUTOR GRANDFATHER	20,481.36	-	-	20,481.36
CUNNINGHAM	CORRINE	KINDER TUTOR AFTER 08/2015	14,287.35	-	-	14,287.35
CURRAN	COLLEEN	CAFETERIA MONITOR	1,372.61	-	-	1,372.61
CZECH	JULIE	PARA EDUCATORS - ELM	24,661.47	-	-	24,661.47
D'ALESSANDRO	MICHAEL	PARA EDUCATORS - ELM	6,751.42	-	-	6,751.42
DALICANDRO	ROSARIA	PARA EDUCATORS HIGH SCHOOL	29,762.51	-	120.00	29,882.51
DALY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	28,157.14	-	300.00	28,457.14
DANIELSON	AMY	PARA EDUCATORS HIGH SCHOOL	39,847.75	6,584.22	200.00	46,631.97
DEMERS	SARAH	PARA EDUCATORS - ELM	14,550.90	-	-	14,550.90
DESANTIS	GRETCHEN	CAFETERIA MONITOR	6,576.13	-	-	6,576.13
DESIMONE	SARAH	PARA EDUCATORS - PRE & MIDDLE	28,636.35	-	-	28,636.35
DEVROUDE	LISL	PARA EDUCATORS - ELM	25,891.19	-	-	25,891.19
DIBARTOLA	APRIL	KINDERGARTEN TUTOR GRANDFATHER	18,411.56	-	-	18,411.56
DIGIANDOMENICO	MARISSA	CAFETERIA MONITOR	5,246.06	-	-	5,246.06
DISNEY	KARLENE	PARA EDUCATORS - PRE & MIDDLE	21,312.67	-	1,220.56	22,533.23
DISTEFANO	REBECCA	PARA EDUCATORS - ELM	22,590.40	-	-	22,590.40
DIXON	JUDITH	MEDIA PARA ELEMENTARY	30,847.52	-	182.34	31,029.86
DOLE	SAMUEL	SUB TEACHER & PARA +91 DAYS	10,008.00	-	-	10,008.00
DONOVAN	AMY	PARA EDUCATORS - PRE & MIDDLE	10,937.14	-	200.00	11,137.14
DUNLAP	NANCY	PARA EDUCATORS HIGH SCHOOL	22,961.83	-	120.00	23,081.83
DUNN	LAUREL	BUILDING PARA (HIRED AFTER 94)	22,185.42	-	300.00	22,485.42
ERVING	SARAH	PARA EDUCATORS HIGH SCHOOL	28,157.14	-	-	28,157.14
FANTASIA	KATE	PARA EDUCATORS - PRE & MIDDLE	10,374.03	-	-	10,374.03
FENNELL	KELLY	PARA EDUCATORS - PRE & MIDDLE	846.95	-	-	846.95
FERNANDES	MICHELE	PARA EDUCATORS - PRE & MIDDLE	28,749.57	-	-	28,749.57
FITCH	KAITLYN	KINDER TUTOR AFTER 08/2015	22,380.44	-	-	22,380.44
FITZGERALD	AMY	PARA EDUCATORS - ELM	25,514.52	942.76	-	26,457.28
FLAHERTY	JOANNE	PARA EDUCATORS - PRE & MIDDLE	36,767.70	3,850.16	4,750.00	45,367.86
FLYNN	JILL	CAFETERIA MONITOR	1,978.20	-	-	1,978.20
FONTES	ELAINE	PARA EDUCATORS - PRE & MIDDLE	26,827.69	-	300.00	27,127.69
FORTINI	DOMINIQUE	PARA EDUCATORS HIGH SCHOOL	35,474.41	2,174.86	-	37,649.27
FOSTER	JOANNE	FEIP TUTORS	19,457.59	-	-	19,457.59
GELFAND	CHERYL	PARA EDUCATORS - ELM	27,842.81	-	-	27,842.81
GERRY	KATHRYN	PARA EDUCATORS - ELM	27,883.17	-	-	27,883.17
GERSH	MADLEINE	PARA EDUCATORS - ELM	27,708.78	-	150.00	27,858.78
GHODRAT	SEDI	PARA EDUCATORS HIGH SCHOOL	28,157.14	-	397.81	28,554.95
GINZBURG	ANNA	KINDER TUTOR AFTER 08/2015	4,979.56	-	-	4,979.56
GOLDBERG	SAMANTHA	PARA EDUCATORS - ELM	27,061.72	-	120.00	27,181.72
GOSS	JUDY	PARA EDUCATORS - ELM	30,208.39	-	250.00	30,458.39
GREENE	WINNIE	MEDIA PARA ELEMENTARY	24,678.06	-	654.34	25,332.40
GRIMMER	AMANDA	PARA EDUCATORS - ELM	5,946.81	-	375.00	6,321.81
HADFIELD	COLLEEN	KINDER TUTOR AFTER 08/2015	7,768.53	-	-	7,768.53
HALL	ANDREA	PARA EDUCATORS - PRE & MIDDLE	12,490.92	807.44	-	13,298.36
HALL	MARNIE	PARA EDUCATORS HIGH SCHOOL	28,014.78	-	-	28,014.78
HARTIN	TORI	PARA EDUCATORS - ELM	34,642.76	2,968.60	-	37,611.36
HAVA	MICHAELA	KINDER TUTOR AFTER 08/2015	14,312.41	-	-	14,312.41
HAYNES	CATLIN	FEIP TUTORS	3,190.68	-	-	3,190.68
HORSCH	SHARMA	KINDER TUTOR AFTER 08/2015	8,229.90	-	-	8,229.90
HOWARD	DIANE	CAFETERIA MONITOR	3,370.71	-	-	3,370.71
HOWLAND	DANIELLE	PARA EDUCATORS HIGH SCHOOL	29,151.68	-	-	29,151.68
IKEN	DEBORAH	CAFETERIA MONITOR	4,364.34	-	-	4,364.34
JACKSON	ALEXANDRA	KINDER TUTOR AFTER 08/2015	4,000.25	-	-	4,000.25
JAFFE	LAURIE	FEIP TUTORS	5,095.20	-	-	5,095.20
KELLEY	SHANNEN	PARA EDUCATORS - ELM	29,205.55	-	-	29,205.55
KENIRY	JENNIFER	PARA EDUCATORS - ELM	7,300.79	-	-	7,300.79
KENNY	BRENDA	KINDER TUTOR AFTER 08/2015	9,773.97	-	-	9,773.97
KIM	CHRIS	KINDER TUTOR AFTER 08/2015	7,950.57	-	-	7,950.57
KING	JOANNA	CAFETERIA MONITOR	3,358.31	-	-	3,358.31
KLEPPER	ROBERT	PARA EDUCATORS - PRE & MIDDLE	38,825.24	9,373.63	-	48,198.87

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
KNAPIK	DEBRA	KINDER TUTOR AFTER 08/2015	6,330.54	-	-	6,330.54
KOHLI	SALONI	KINDER TUTOR AFTER 08/2015	414.96	-	-	414.96
KRAMER	REBECCA	PARA EDUCATORS - PRE & MIDDLE	24,665.72	-	-	24,665.72
LANGAN	LEIGH ANN	MEDIA PARA ELEMENTARY	30,678.95	-	-	30,678.95
LANDUE	MICHELLE	CAFETERIA MONITOR	2,313.76	-	-	2,313.76
LEARY	JOAN	PARA EDUCATORS - PRE & MIDDLE	26,901.60	-	-	26,901.60
LEAVEY	KATHERINE	PARA EDUCATORS HIGH SCHOOL	5,569.56	-	-	5,569.56
LEDDY	COLIN	PARA EDUCATORS - ELM	4,851.14	-	-	4,851.14
LEVINE	LOUISE	PARA EDUCATORS - PRE & MIDDLE	26,901.60	-	2,500.00	29,401.60
LOCKHART	VIRGINIA	PARA EDUCATORS - PRE & MIDDLE	26,901.60	-	200.00	27,101.60
LOCKWOOD	AMANDA	PARA EDUCATORS - PRE & MIDDLE	24,721.39	-	-	24,721.39
LOVE	LYNNE	FEIP TUTORS	4,066.66	-	-	4,066.66
LUBARSKY	MARCY	PARA EDUCATORS - ELM	27,404.28	-	-	27,404.28
LYDON	MARGARET	FEIP TUTORS	4,676.88	-	-	4,676.88
LYNCH	CLAIRE	PARA EDUCATORS - ELM	27,708.78	-	320.00	28,028.78
MABARDY	LISA	PARA EDUCATORS HIGH SCHOOL	28,157.14	-	2,200.00	30,357.14
MABARDY	ASHLEY	PARA EDUCATORS HIGH SCHOOL	16,638.31	-	2,000.00	18,638.31
MAKRANSKY	BARBARA	MEDIA PARA ELEMENTARY	30,004.69	-	432.34	30,437.03
MATHYK	SCOTT	PARA EDUCATORS - ELM	11,107.03	-	-	11,107.03
MCCALL	KATHLEEN	FEIP TUTORS	11,669.16	-	-	11,669.16
MCCAULEY	MELISSA	PARA EDUCATORS - ELM	18,277.98	-	-	18,277.98
MCDONALD	STACIE	PARA EDUCATORS - PRE & MIDDLE	13,566.33	-	-	13,566.33
MCGILLIS	JENNIFER	MEDIA PARA HIGH SCHOOL	32,730.28	-	264.85	32,995.13
MCGINTY	EILEEN	FEIP TUTORS	5,483.43	-	-	5,483.43
MCKENZIE	LYNN	CAFETERIA MONITOR	8,176.42	-	-	8,176.42
MCTAGUE	BARBARA	PARA EDUCATORS - ELM	22,047.30	-	-	22,047.30
MEGA	JENNIFER	KINDER TUTOR AFTER 08/2015	3,877.01	-	-	3,877.01
MERRIGAN	JANET	FEIP TUTORS	3,501.71	-	-	3,501.71
MIODUSZEWSKI	ALEX	PARA EDUCATORS HIGH SCHOOL	23,985.34	-	3,886.94	27,872.28
MIRYOUSEFI MAAFI	SEYDEH	CAFETERIA MONITOR	401.38	-	-	401.38
MIYASATO	JESSICA	KINDER TUTOR AFTER 08/2015	13,677.51	-	-	13,677.51
MOORE	MELISSA	PARA EDUCATORS HIGH SCHOOL	16,652.31	-	-	16,652.31
MORIARTY	CAROLYN	KINDERGARTEN TUTOR GRANDFATHER	19,823.80	-	-	19,823.80
MORIN	JOSEPH	PARA EDUCATORS - PRE & MIDDLE	24,127.56	-	83.02	24,210.58
MOSS	REBECCA	MEDIA PARA ELEMENTARY	30,847.52	-	432.34	31,279.86
MOUNTAIN	DANIELLE	PARA EDUCATORS - PRE & MIDDLE	17,970.24	-	65.68	18,035.92
MUDARRI	SUSAN	PARA EDUCATORS - PRE & MIDDLE	38,075.16	6,183.20	250.00	44,508.36
NAVARRO	NANCY	PARA EDUCATORS HIGH SCHOOL	28,157.14	-	750.00	28,907.14
O LEARY	DANIEL	PARA EDUCATORS HIGH SCHOOL	28,157.14	-	-	28,157.14
OLEN	KAREN	PARA EDUCATORS - PRE & MIDDLE	26,901.60	-	-	26,901.60
PATSON	JOHN	PARA EDUCATORS - ELM	24,716.09	-	-	24,716.09
PAUL	MARGARET	PARA EDUCATORS - PRE & MIDDLE	15,630.95	2,759.48	120.00	18,510.43
POPP	CYNTHIA	PARA EDUCATORS - ELM	27,708.78	-	120.00	27,828.78
PORTER	MEGAN	KINDER TUTOR AFTER 08/2015	12,531.65	-	-	12,531.65
PREBENSEN	DEBORAH	PARA EDUCATORS - PRE & MIDDLE	26,901.60	-	300.00	27,201.60
PROFIT	ADDIE	PARA EDUCATORS - PRE & MIDDLE	24,127.56	-	-	24,127.56
RANGE	JUDITH	CAFETERIA MONITOR	4,330.83	-	-	4,330.83
READ	SUSAN	MEDIA PARA PRE & MIDDLE	28,695.04	-	-	28,695.04
RICARDO	JASON	PARA EDUCATORS HIGH SCHOOL	27,424.40	2,806.19	186.09	30,416.68
ROBERTS	MACKENZIE	PARA EDUCATORS - ELM	22,158.76	-	-	22,158.76
ROMANO	MARY	KINDERGARTEN TUTOR GRANDFATHER	18,519.50	-	-	18,519.50
ROSENBERG	DOLORES	PARA EDUCATORS - PRE & MIDDLE	13,110.91	-	120.00	13,230.91
ROSENBLUM	EDWARD	CAFETERIA MONITOR	125.07	-	-	125.07
ROSSETTI	SARAH	PARA EDUCATORS - ELM	24,851.39	-	-	24,851.39
ROY	JENNIFER	PARA EDUCATORS - PRE & MIDDLE	3,614.36	-	-	3,614.36
RUIZ	ASHLEY	PARA EDUCATORS - PRE & MIDDLE	19,194.60	-	-	19,194.60
SALK	ALLIE	KINDER TUTOR AFTER 08/2015	7,527.20	-	-	7,527.20
SHARKAWY	NOURIN	PARA EDUCATORS - ELM	10,685.25	-	-	10,685.25
SHAUGHNESSY	ELIZABETH	PARA EDUCATORS - ELM	26,668.14	-	-	26,668.14
SHAW	MEREDITH	CAFETERIA MONITOR	3,653.39	-	-	3,653.39
SILVA	TAMARA	PARA EDUCATORS - PRE & MIDDLE	14,727.59	-	-	14,727.59
SILVA	VITOR	PARA EDUCATORS HIGH SCHOOL	11,464.25	-	-	11,464.25
SLAUTA	MARTHA	PARA EDUCATORS - ELM	27,708.78	-	250.00	27,958.78
SLAUTA	SHEILA	ABA TECHNICIAN	27,708.78	-	-	27,708.78
SOPHIS	PATRICIA	PARA EDUCATORS - ELM	27,708.78	-	700.00	28,408.78
SOUZA	JEAN	PARA EDUCATORS - ELM	26,769.67	-	500.00	27,269.67
SPARLING	MCKENZIE	PARA EDUCATORS - ELM	22,082.09	-	-	22,082.09
SPENCER	JESSICA	PARA EDUCATORS - ELM	15,912.93	-	-	15,912.93
SPINAZOLA	ROBYN	PARA EDUCATORS - PRE & MIDDLE	34,101.69	5,178.27	-	39,279.96
STACKPOLE	GREGORY	PARA EDUCATORS HIGH SCHOOL	14,786.33	-	-	14,786.33
STEINMAN	TAMAR	PARA EDUCATORS - ELM	1,430.88	-	-	1,430.88
STERLING	TOMIEKA	KINDER TUTOR AFTER 08/2015	10,963.58	-	-	10,963.58
SUDHEENDRA	POOJA	KINDER TUTOR AFTER 08/2015	5,283.39	-	-	5,283.39
SULLIVAN	HEIDI	PARA EDUCATORS - ELM	24,851.39	-	-	24,851.39
TABENKIN	LISA	FEIP TUTORS	5,338.00	-	-	5,338.00
TESSIER	AUBRY	PARA EDUCATORS - ELM	24,181.03	2,927.00	-	27,108.03
THATCHER	TAMARA	PARA EDUCATORS - PRE & MIDDLE	5,505.16	-	37.87	5,543.03
THERIAULT	ANN MARIE	PARA EDUCATORS - PRE & MIDDLE	33,062.88	-	700.00	33,762.88
TINGLEY	MEGAN	PARA EDUCATORS - ELM	21,952.09	-	34.32	21,986.41
TOOMEY	MICHELE	PARA EDUCATORS - PRE & MIDDLE	26,971.60	-	-	26,971.60
TOWLUN	KIMBERLY	PARA EDUCATORS - ELM	14,622.88	-	-	14,622.88
TRAYERS	LISA	PARA EDUCATORS HIGH SCHOOL	37,467.02	3,667.97	810.00	41,944.99
VERDERBER	JODI	PARA EDUCATORS - PRE & MIDDLE	21,816.53	-	-	21,816.53
WACHTER	ELIZABETH	KINDER TUTOR AFTER 08/2015	4,138.01	-	-	4,138.01
WALKER	SUSAN	PARA EDUCATORS - ELM	27,708.78	-	250.00	27,958.78
WALLACE	TERRI	KINDERGARTEN TUTOR GRANDFATHER	20,207.34	-	-	20,207.34
WALTON	LAUREN	PARA EDUCATORS - ELM	10,073.70	-	-	10,073.70
WATJEN	MARGARET	PARA EDUCATORS - ELM	23,706.89	-	-	23,706.89
WEDDLE	KRISTINE	PARA EDUCATORS - ELM	11,035.58	-	-	11,035.58
WHITE	LESUE	PARA EDUCATORS - PRE & MIDDLE	25,137.23	-	2,691.00	27,828.23
WHITNEY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	37,116.40	4,342.33	300.00	41,758.73
WHITNEY	JEAN	PARA EDUCATORS - ELM	27,708.78	-	500.00	28,208.78
WILSON	LAURA	KINDER TUTOR AFTER 08/2015	4,872.85	-	-	4,872.85
WOOLARD	MICHELE	PARA EDUCATORS - PRE & MIDDLE	37,027.98	2,459.95	-	39,487.93
YANG	JIIYOUNG	KINDER TUTOR AFTER 08/2015	14,317.03	-	-	14,317.03
ZANCHI	MARY	PARA EDUCATORS - ELM	27,792.16	-	250.00	28,042.16
ZIRLEN	BARBARA	PARA EDUCATORS - PRE & MIDDLE	26,753.79	-	300.00	27,053.79
			<b>3,515,296.09</b>	<b>64,094.13</b>	<b>48,255.72</b>	<b>3,627,645.94</b>
<b>SUMMER SCHOOL</b>						
ACKERLEY	LAUREN	SUMMER SCHOOL REMEDIAL STAFF	2,176.90	-	-	2,176.90
ASSENCOA	SOPHIE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
BERG	LYNDA	NATICK SUMMER ACADEMICS	2,808.00	-	-	2,808.00
BRENNEMAN	MATTHEW	NATICK SUMMER ACADEMICS	1,050.00	-	-	1,050.00
BRENNEMAN	JENNIFER	NATICK SUMMER ACADEMICS	3,224.00	-	-	3,224.00
BURNS	KATHERINE	NATICK SUMMER ACADEMICS	-	-	106.36	106.36
BUTTERFIELD	SARAH	SUMMER SCHOOL REMEDIAL STAFF	3,600.00	-	-	3,600.00
CARTER	LAUREN	SUMMER SCHOOL REMEDIAL STAFF	1,425.00	-	-	1,425.00
CARVALHO	DINA	NATICK SUMMER ACADEMICS	2,632.00	-	-	2,632.00
CASEY	KEVIN	NATICK SUMMER ACADEMICS	1,659.00	-	-	1,659.00
CAULFIELD	GINA	TITLE 1 SUMMER SCHOOL	2,457.95	-	-	2,457.95
CHANG	ALYSSA	NATICK SUMMER ACADEMICS	2,940.00	-	-	2,940.00
CHISHOLM	CRAIG	NATICK SUMMER ACADEMICS	900.00	-	-	900.00
CLEMENTS	DONALD	NATICK SUMMER ACADEMICS	960.00	-	-	960.00
COLES	GARRY	NATICK SUMMER ACADEMICS	2,520.00	-	-	2,520.00
COTTON	SARAH	NATICK SUMMER ACADEMICS	1,456.00	-	-	1,456.00
CROSBY	CHRISTINE	SUMMER SCHOOL REMEDIAL STAFF	1,464.46	-	-	1,464.46
CURTIS	BREE	NATICK SUMMER ACADEMICS	754.00	-	-	754.00

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
CUSHING	CAITLIN	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
DACEY	JOAN	SUMMER SCHOOL REMEDIAL STAFF	1,920.00	-	-	1,920.00
DALTON THOMAS	KAREN	NATICK SUMMER ACADEMICS	234.00	-	-	234.00
DAVENPORT	APRIL	SUMMER SCHOOL REMEDIAL STAFF	267.17	-	-	267.17
DELMONACO	BROOKE	SUMMER SCHOOL REMEDIAL STAFF	2,256.06	-	-	2,256.06
DEMERS	SARAH	SUMMER SCHOOL REMEDIAL STAFF	1,602.99	-	-	1,602.99
DEVROUDE	LISL	SUMMER SCHOOL REMEDIAL STAFF	1,424.88	-	-	1,424.88
DANTONIO	NICHOLAS	NATICK SUMMER ACADEMICS	2,520.00	-	-	2,520.00
DOHERTY	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	2,375.00	-	-	2,375.00
DOMBROSAS	ROBERT	TITLE 1 SUMMER SCHOOL	427.47	-	-	427.47
DOUGALL	SARAH	SUMMER SCHOOL REMEDIAL STAFF	2,375.00	-	-	2,375.00
DRAPEAU	DAVID	NATICK SUMMER ACADEMICS	960.00	-	-	960.00
DUNLAP	NANCY	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
FAZIO	GIUSEPPE	SUMMER SCHOOL REMEDIAL STAFF	3,250.00	-	-	3,250.00
FRIES	ERIC	NATICK SUMMER ACADEMICS	2,291.00	-	-	2,291.00
GELFAND	CHERYL	SUMMER SCHOOL REMEDIAL STAFF	2,925.00	-	-	2,925.00
GEMMELL STEINBERG	ELIZABETH	SUMMER SCHOOL REMEDIAL STAFF	420.00	-	-	420.00
GERSH	MADELINE	SUMMER SCHOOL REMEDIAL STAFF	2,500.00	-	-	2,500.00
GOLDBERG	SAMANTHA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
GOLDSMITH	JULIANNE	SUMMER SCHOOL REMEDIAL STAFF	3,200.00	-	-	3,200.00
GRAVES	LISA	SUMMER SCHOOL REMEDIAL STAFF	690.00	-	-	690.00
GRAY	ADAM	NATICK SUMMER ACADEMICS	3,016.00	-	-	3,016.00
GREEN	ELIZABETH	NATICK SUMMER ACADEMICS	4,030.00	-	-	4,030.00
GRIFIN	DONALD	NATICK SUMMER ACADEMICS	416.00	-	-	416.00
GRIMMER	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
GUARINO	DYLAN	NATICK SUMMER ACADEMICS	1,540.00	-	-	1,540.00
HALLORAN	BRITTANY	SUMMER SCHOOL REMEDIAL STAFF	1,500.00	-	-	1,500.00
HARRIS	KATHRYN	SUMMER SCHOOL REMEDIAL STAFF	1,500.00	-	-	1,500.00
HARTIN	TORI	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
HASKELL	AMY	NATICK SUMMER ACADEMICS	3,120.00	-	-	3,120.00
HASWELL	MARGARET	SUMMER SCHOOL REMEDIAL STAFF	1,494.15	-	-	1,494.15
HASWELL	KATHERINE	SUMMER SCHOOL REMEDIAL STAFF	841.08	-	-	841.08
HAUSERMANN	DANIEL	NATICK SUMMER ACADEMICS	-	-	12,000.00	12,000.00
HAWKES	KELSI	SUMMER SCHOOL REMEDIAL STAFF	2,000.00	-	-	2,000.00
HOLIHAN	JEANNE	NATICK SUMMER ACADEMICS	3,920.00	-	-	3,920.00
HOLIHAN	BRIAN	SUMMER SCHOOL REMEDIAL STAFF	2,018.58	-	-	2,018.58
HUSSAIN	JILL	NATICK SUMMER ACADEMICS	2,156.00	-	-	2,156.00
HWANG	SUSAN	NATICK SUMMER ACADEMICS	1,316.00	-	-	1,316.00
KAUFMAN	EMILY	SUMMER SCHOOL REMEDIAL STAFF	2,462.50	-	-	2,462.50
KELLEY	SHANNEN	SUMMER SCHOOL REMEDIAL STAFF	2,600.00	-	-	2,600.00
KLEPPER	ROBERT	NATICK SUMMER ACADEMICS	4,060.00	-	-	4,060.00
KRAMER	REBECCA	SUMMER SCHOOL REMEDIAL STAFF	1,899.84	-	-	1,899.84
LAMB	THOMAS	NATICK SUMMER ACADEMICS	1,050.00	-	-	1,050.00
LEARY	JOAN	SUMMER SCHOOL REMEDIAL STAFF	1,424.88	-	-	1,424.88
LEBLANC	MICHELLE	NATICK SUMMER ACADEMICS	1,352.00	-	-	1,352.00
LERNER	ROCHELLE	NATICK SUMMER ACADEMICS	553.00	-	-	553.00
LOFTUS	MELISSA	NATICK SUMMER ACADEMICS	1,744.00	-	-	1,744.00
MAGGS	JUDITH	NATICK SUMMER ACADEMICS	3,613.75	-	-	3,613.75
MAKI	BENJAMIN	SUMMER SCHOOL REMEDIAL STAFF	2,500.00	-	-	2,500.00
MARCINKIEWICZ	NICOLE	SUMMER SCHOOL REMEDIAL STAFF	630.00	-	-	630.00
MATTISON	KAITLIN	NATICK SUMMER ACADEMICS	2,117.00	-	-	2,117.00
MCCORD	JILLIAN	NATICK SUMMER ACADEMICS	2,704.00	-	-	2,704.00
MCNEILL	KELLY	SUMMER SCHOOL REMEDIAL STAFF	975.01	-	-	975.01
MCTAGUE	BARBARA	SUMMER SCHOOL REMEDIAL STAFF	1,771.21	-	-	1,771.21
MCWHINNIE	MICHELLE	SUMMER SCHOOL REMEDIAL STAFF	2,400.00	-	-	2,400.00
MILCH	DOUGLAS	NATICK SUMMER ACADEMICS	4,256.00	-	-	4,256.00
MILLER	DANIELLE	TITLE 1 SUMMER SCHOOL	2,457.95	-	-	2,457.95
MITCHELL	MICHELLE	NATICK SUMMER ACADEMICS	1,352.00	-	-	1,352.00
MOLONEY	BRIAN	NATICK SUMMER ACADEMICS	1,050.00	-	-	1,050.00
MORAN	MEGAN	NATICK SUMMER ACADEMICS	768.00	-	-	768.00
MORETZ	HEATHER	NATICK SUMMER ACADEMICS	416.00	-	-	416.00
MORIARTY	BROOKE	SUMMER SCHOOL REMEDIAL STAFF	1,899.84	-	-	1,899.84
MORIN	ELIZABETH	SUMMER SCHOOL REMEDIAL STAFF	1,800.00	-	-	1,800.00
MORIN	JOSEPH	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
MORTARELLI	MARK	NATICK SUMMER ACADEMICS	1,050.00	-	-	1,050.00
MUDARRI	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	2,374.80	-	-	2,374.80
MURPHY	SHAUNA	SUMMER SCHOOL REMEDIAL STAFF	2,537.50	-	-	2,537.50
NATARELLI	LINDSEY	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
NEMETH	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	3,200.00	-	-	3,200.00
O BRIEN	KATELYN	SUMMER SCHOOL REMEDIAL STAFF	2,500.00	-	-	2,500.00
O LEARY	DANIEL	NATICK SUMMER ACADEMICS	4,256.00	-	-	4,256.00
O LEARY	JULIE	SUMMER SCHOOL REMEDIAL STAFF	1,037.50	-	-	1,037.50
OBRIEN	ILSE	NATICK SUMMER ACADEMICS	780.00	-	-	780.00
OLEARY	EDWARD	SUMMER SCHOOL REMEDIAL STAFF	750.01	-	-	750.01
PATSOS	JOHN	SUMMER SCHOOL REMEDIAL STAFF	3,087.50	-	-	3,087.50
PAUL	ROBERT	NATICK SUMMER ACADEMICS	3,783.00	-	-	3,783.00
PAUL	MARGARET	SUMMER SCHOOL REMEDIAL STAFF	3,170.00	-	-	3,170.00
PAYNE	AMANDA	NATICK SUMMER ACADEMICS	3,380.00	-	-	3,380.00
POWSNER	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	2,400.00	-	-	2,400.00
PROFIT	ADDIE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
RICCI	GIANNA	SUMMER SCHOOL REMEDIAL STAFF	1,484.25	-	-	1,484.25
RILEY	EMMA	SUMMER SCHOOL REMEDIAL STAFF	3,600.00	-	-	3,600.00
ROGERS	MATTHEW	SUMMER SCHOOL REMEDIAL STAFF	2,500.00	-	-	2,500.00
ROSENBERG	DOLORES	SUMMER SCHOOL REMEDIAL STAFF	2,362.50	-	-	2,362.50
RUIZ	ASHLEY	SUMMER SCHOOL REMEDIAL STAFF	1,424.88	-	-	1,424.88
SABINO	JESSICA	TITLE 1 SUMMER SCHOOL	2,457.95	-	-	2,457.95
SALVIA	AMY	SUMMER SCHOOL REMEDIAL STAFF	2,880.00	-	-	2,880.00
SCHOTT	MEGHAN	TITLE 1 SUMMER SCHOOL	1,887.99	-	-	1,887.99
SLATTERY	ROBIN	NATICK SUMMER ACADEMICS	7,633.78	-	-	7,633.78
SMITH	TESSIE	NATICK SUMMER ACADEMICS	780.00	-	-	780.00
SOPHIS	PATRICIA	SUMMER SCHOOL REMEDIAL STAFF	2,525.00	-	-	2,525.00
SPINAZOLA	ROBYN	SUMMER SCHOOL REMEDIAL STAFF	1,692.05	-	-	1,692.05
TAGUAPIETRA	PAUL	SUMMER SCHOOL REMEDIAL STAFF	-	-	12,000.00	12,000.00
TAYLOR	ABIGAIL	NATICK SUMMER ACADEMICS	2,704.00	-	-	2,704.00
THERIAULT	ANNMARIE	SUMMER SCHOOL REMEDIAL STAFF	2,375.00	-	-	2,375.00
THERIAULT	GABRIELLE	SUMMER SCHOOL REMEDIAL STAFF	2,500.00	-	-	2,500.00
THOMAS	JANE	SUMMER SCHOOL REMEDIAL STAFF	1,400.00	-	-	1,400.00
TRAYERS	LISA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
TURNER	BRENNA	TITLE 1 SUMMER SCHOOL	3,027.91	-	-	3,027.91
VANG	ELLIOTT	SUMMER SCHOOL REMEDIAL STAFF	1,899.84	-	-	1,899.84
WAGER	WILLIAM	SUMMER SCHOOL REMEDIAL STAFF	2,000.00	-	-	2,000.00
WALKER	DAVID	NATICK SUMMER ACADEMICS	4,160.00	-	-	4,160.00
WALSH	PATRICK	SUMMER SCHOOL REMEDIAL STAFF	3,250.00	-	-	3,250.00
WHITE	LESUE	SUMMER SCHOOL REMEDIAL STAFF	2,048.27	-	-	2,048.27
WHITTEN	EMILY	NATICK SUMMER ACADEMICS	1,952.00	-	-	1,952.00
WILSON	KRISTEN	SUMMER SCHOOL REMEDIAL STAFF	2,052.00	-	-	2,052.00
WOOLARD	MICHELE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10	-	-	1,781.10
YEE	THERESA	TITLE 1 SUMMER SCHOOL	2,457.95	-	-	2,457.95
ZERDELIAN	MICHAEL	NATICK SUMMER ACADEMICS	2,652.00	-	-	2,652.00
ZITOU	JILLIAN	SUMMER SCHOOL REMEDIAL STAFF	2,256.06	-	-	2,256.06
			<b>262,252.51</b>	<b>-</b>	<b>24,106.36</b>	<b>286,358.87</b>
<b>SCHOOL RACIAL IMBALANCE</b>						
CLAYTON	RASHEEDAH	DIRECTOR METCO-200 DAYS	84,648.16	-	-	84,648.16
GREEN	CATHERINE	ACADEMIC LIAISON	19,043.71	-	700.00	19,743.71
PEARSON	ALEXANDRIA	DIRECTOR METCO	284,389.06	-	-	284,389.06
			<b>388,080.93</b>	<b>-</b>	<b>700.00</b>	<b>388,780.93</b>



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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
<b>ASAP</b>						
ALESSANDRO	THERESA	ASAP INSTRUCTOR	14,875.27	-	-	14,875.27
AMARAL	MELANIE	ASAP INSTRUCTOR	7,744.89	-	-	7,744.89
AVALOS	MARY	ASAP SUBSTITUTE STAFF	438.04	-	-	438.04
BEHAN	MATTHEW	ASAP INSTRUCTOR	7,380.00	-	-	7,380.00
BERG	SARA	ASAP SUBSTITUTE STAFF	2,216.01	-	-	2,216.01
BERSZONER	CHARLES	ASAP TUTOR/MENTOR	624.75	-	-	624.75
BLANCH	LAUREN	ASAP TUTOR/MENTOR	561.00	-	-	561.00
BRUMLEY	KENDALL	ASAP TUTOR/MENTOR	2,183.05	-	-	2,183.05
CAMAFORTE	DAVID	ASAP TUTOR/MENTOR	306.00	-	-	306.00
CAMPBELL	ALEX	ASAP ASSIST INSTRUCTOR	5,401.42	-	-	5,401.42
CANNEY	CAROLINE	ASAP SUBSTITUTE STAFF	8,934.44	-	-	8,934.44
CHAVES	ZAC	ASAP ASSIST INSTRUCTOR	7,406.16	-	-	7,406.16
COMPOSTO	ANDREW	ASAP TUTOR/MENTOR	1,776.83	-	-	1,776.83
CORMIER	CATHERINE	ASAP TUTOR/MENTOR	543.39	-	-	543.39
COYLE	MAUREEN	ASAP INSTRUCTOR	14,363.95	-	-	14,363.95
CROCKETT	CAMERON	ASAP SUBSTITUTE STAFF	3,773.45	-	-	3,773.45
DALY	FIONA	ASAP TUTOR/MENTOR	3,876.83	-	-	3,876.83
DALY	SARAH	ASAP SUBSTITUTE STAFF	1,262.98	-	-	1,262.98
DELMONACO	BROOKE	ASAP SUBSTITUTE STAFF	4,834.38	-	-	4,834.38
DEVROUDE	JOHN	ASAP TUTOR/MENTOR	3,566.05	-	-	3,566.05
DILLON	NICOLE	ASAP SUB INSTRUCTOR	117.00	-	-	117.00
EDWARDS	LINCOLN	ASAP TUTOR/MENTOR	114.75	-	-	114.75
EILERS	SANDRA	ASAP SUBSTITUTE STAFF	1,102.17	-	-	1,102.17
ELLIOTT	ABIGAIL	ASAP SUBSTITUTE STAFF	2,212.99	-	-	2,212.99
ELLIOTT	ALICE	ASAP TUTOR/MENTOR	5,079.59	-	-	5,079.59
ELLIS	TAYLOR	ASAP TUTOR/MENTOR	1,402.51	-	-	1,402.51
FARRELL	SARAH	ASAP SUBSTITUTE STAFF	550.08	-	-	550.08
FAULKNER	RYAN	ASAP TUTOR/MENTOR	1,644.75	-	-	1,644.75
FITZPATRICK	MICHAEL	ASAP TUTOR/MENTOR	5,526.08	-	-	5,526.08
FOSBERG	BENJAMIN	ASAP TUTOR/MENTOR	1,881.96	-	-	1,881.96
FOSBERG	SAMUEL	ASAP TUTOR/MENTOR	726.75	-	-	726.75
FUSARO	MICHAELA	ASAP INSTRUCTOR	11,399.48	-	-	11,399.48
FUSARO	ALEXANDRA	ASAP SUBSTITUTE STAFF	8,411.29	-	-	8,411.29
GONZALEZ	LUZ	ASAP SUBSTITUTE STAFF	3,785.27	-	-	3,785.27
GORDON	DEBORAH	ASAP SUBSTITUTE STAFF	700.87	-	-	700.87
GOTTWALD	JILLIAN	ASAP ASSIST INSTRUCTOR	8,191.58	-	-	8,191.58
GREHN	ELIJAH	ASAP TUTOR/MENTOR	2,869.81	-	-	2,869.81
HARTMAN	SAMUEL	ASAP ASSIST INSTRUCTOR	5,529.34	-	1,200.00	6,729.34
HAYES	JAYNE	ASAP SUBSTITUTE STAFF	4,035.46	-	-	4,035.46
HENDERSON	ZACHARY	ASAP TUTOR/MENTOR	1,565.29	-	-	1,565.29
HODGE	ALIAH	ASAP TUTOR/MENTOR	7,187.84	-	-	7,187.84
HOUTZEEL	ALEXANDER	ASAP TUTOR/MENTOR	1,144.29	-	-	1,144.29
HULISTON	ELIZABETH	ASAP TUTOR/MENTOR	520.00	-	-	520.00
JEAN	MARILYN	ASAP INSTRUCTOR	12,829.21	-	-	12,829.21
KALDAS	GHADA	ASAP ASSIST INSTRUCTOR	1,787.38	-	-	1,787.38
KELLEY	JENNIFER	ASAP ASST. SITE SUPERVISOR	43,877.41	-	-	43,877.41
KENNEDY	ANDREW	ASAP TUTOR/MENTOR	1,069.53	-	-	1,069.53
LAMONDA	RALPH	ASAP INSTRUCTOR	6,891.26	-	-	6,891.26
LANGAN	THOMAS	ASAP TUTOR/MENTOR	2,346.09	-	-	2,346.09
LAURENT	ELIZABETH	ASAP TUTOR/MENTOR	2,015.45	-	-	2,015.45
LEERET	BENJAMIN	ASAP TUTOR/MENTOR	896.25	-	-	896.25
LEVENSTEIN	BARBARA	ASAP SUBSTITUTE STAFF	563.19	-	-	563.19
LIN	ARNOLD	ASAP TUTOR/MENTOR	1,480.68	-	-	1,480.68
LINDSEY	KATHLEEN	ASAP ASSIST INSTRUCTOR	8,194.29	-	-	8,194.29
LOFTUS	MELISSA	ASAP TUTOR/MENTOR	1,258.77	-	-	1,258.77
LOFTUS	TIMOTHY	ASAP TUTOR/MENTOR	241.50	-	-	241.50
LOFTUS	ADAM	ASAP TUTOR/MENTOR	2,074.30	-	-	2,074.30
MABIE	JUSTIN	ASAP TUTOR/MENTOR	5,487.83	-	-	5,487.83
MCENANEY	ANNA	ASAP TUTOR/MENTOR	1,966.91	-	-	1,966.91
MCKENNA	DAVID	ASAP INSTRUCTOR	9,704.96	-	-	9,704.96
MCLEOD	MATTHEW	ASAP ASSIST INSTRUCTOR	14,508.18	-	-	14,508.18
MERAI	JOSHUA	ASAP INSTRUCTOR	6,689.32	-	-	6,689.32
MOSGOFIAN	ELAINE	ASAP INSTRUCTOR	16,310.64	-	-	16,310.64
MURPHY DANIELS	COLLEEN	ASAP INSTRUCTOR	15,800.44	-	-	15,800.44
NASH	ANCA	ASAP INSTRUCTOR	14,490.01	-	-	14,490.01
NATARELLI	EMILY	ASAP TUTOR/MENTOR	13,533.20	-	-	13,533.20
NATARELLI	MEEGAN	ASAP LEAD INSTRUCTOR	15,792.47	-	-	15,792.47
NGARUKO	SELAMANI	ASAP INSTRUCTOR	983.65	-	-	983.65
NKOMO	LAWRENCE	ASAP INSTRUCTOR	1,082.53	-	-	1,082.53
O SHEA	SHANNON	ASAP INSTRUCTOR	7,024.17	-	-	7,024.17
ORLANDO	MATTHEW	ASAP INSTRUCTOR	5,583.77	-	-	5,583.77
PAUL	ROBERT	ASAP INSTRUCTOR	13,471.95	-	-	13,471.95
PEARSON	HEATHER	ASAP SUBSTITUTE STAFF	3,487.91	-	-	3,487.91
PEDRELLI	LUCAS	ASAP TUTOR/MENTOR	1,328.29	-	-	1,328.29
PEDRELLI	LEO	ASAP TUTOR/MENTOR	2,262.00	-	-	2,262.00
PEREZ	XAVIER	ASAP LEAD INSTRUCTOR	16,134.66	-	-	16,134.66
POWELL	OLIVIA	ASAP TUTOR/MENTOR	966.03	-	-	966.03
POWERS	MICHAEL	ASAP TUTOR/MENTOR	306.00	-	-	306.00
PRECI	ANTHONY	ASAP TUTOR/MENTOR	1,524.96	-	-	1,524.96
QUATTROCCHI	ALEXA	ASAP SUBSTITUTE STAFF	2,587.17	-	-	2,587.17
RAWLINGS	NATHAN	ASAP ASSIST INSTRUCTOR	5,061.19	-	-	5,061.19
RICE	DEREK	ASAP INSTRUCTOR	18,583.26	-	-	18,583.26
ROCHE-LEON	KELIAN	ASAP SUBSTITUTE STAFF	392.64	-	-	392.64
ROSE	JAKE	ASAP TUTOR/MENTOR	4,858.58	-	-	4,858.58
SANTELO	HANNAH	ASAP TUTOR/MENTOR	994.50	-	-	994.50
SCHNAIR	KATHLEEN	ASAP SUBSTITUTE STAFF	15,312.71	-	-	15,312.71
SCRIBNER	MOIRA	ASAP SUBSTITUTE STAFF	2,802.05	-	-	2,802.05
SHAHVARI	JOANNE	ASAP INSTRUCTOR	14,727.42	-	-	14,727.42
SINANIAN	ERICA	ASAP ASSIST INSTRUCTOR	3,494.64	-	-	3,494.64
SINAY	ZOE	ASAP LEAD INSTRUCTOR	17,254.28	-	-	17,254.28
SNEED	NOAH	ASAP TUTOR/MENTOR	573.75	-	-	573.75
STERNICK	SOPHIE	ASAP TUTOR/MENTOR	1,032.16	-	-	1,032.16
TAVARES	KELLY	ASAP SUBSTITUTE STAFF	-	-	2,136.26	2,136.26
TRONCOSO	ALBERTO	ASAP INSTRUCTOR	24,394.05	-	-	24,394.05
VITAL	BRUNA	ASAP LEAD INSTRUCTOR	11,727.04	-	-	11,727.04
WARD	CALEY	ASAP TUTOR/MENTOR	724.51	-	-	724.51
WARREN	ERIN	ASAP TUTOR/MENTOR	3,561.72	-	-	3,561.72
WEIDNER	RYAN	ASAP INSTRUCTOR	15,581.64	-	-	15,581.64
WHITTEN	EMILY	ASAP SUBSTITUTE STAFF	2,200.20	-	-	2,200.20
WOOLARD	EMMA	ASAP SUBSTITUTE STAFF	4,706.89	-	-	4,706.89
WOOLARD	HENRY	ASAP TUTOR/MENTOR	306.00	-	-	306.00
WRIGHT	COLE	ASAP TUTOR/MENTOR	1,863.07	-	-	1,863.07
YEE	THERESA	ASAP INSTRUCTOR	15,402.81	-	-	15,402.81
			<b>589,875.51</b>	<b>3,020.32</b>	<b>3,336.26</b>	<b>596,232.09</b>
<b>ASAP SALARIED SCHOOL PROGRAM</b>						
CAP RENZI	MEGAN	ASAP DIRECTOR	84,405.84	-	500.00	84,905.84
CARVALHO	DINA	ASAP SITE SUPERVISOR	46,233.01	-	1,380.08	47,613.09
CROCKETT	HEATHER	ASAP COORDINATOR	44,104.20	-	-	44,104.20
DOUGALL	SARAH	ASAP COORDINATOR	42,519.45	-	-	42,519.45
DUBOIS	DANIELLE	ASAP SITE SUPERVISOR	47,941.92	-	-	47,941.92
FEDERICO-GROME	TAYLOR	ASAP ASST. SITE SUPERVISOR	28,416.71	-	-	28,416.71
FEELEY	ASHLEY	ASAP COORDINATOR	44,104.20	-	-	44,104.20
FULTON	MORGAN	ASAP SITE SUPERVISOR	50,323.08	-	4,181.06	54,504.14
GAGNER	MARYLOU	ASAP SITE SUPERVISOR	48,332.18	-	4,380.08	52,712.26
HIGGINS	PAMELA	ASAP SITE SUPERVISOR	49,504.10	-	1,489.38	50,993.48
HOPKINS	STEPHANIE	ASAP COORDINATOR	17,412.57	-	-	17,412.57

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
KIRK	JESSICA	ASAP ASST. SITE SUPERVISOR	29,706.82	-	-	29,706.82
LEONA	WILLIAM	ASAP SITE SUPERVISOR	49,699.10	-	2,585.52	52,284.62
MCDARLE	JULIANNE	ASAP COORDINATOR	15,688.92	-	-	15,688.92
MORAN	MARGARET	ASAP ASSISTANT DIRECTOR	63,462.26	-	-	63,462.26
MUCCARONE	DEBBIE	ASAP COORDINATOR	34,138.52	-	-	34,138.52
NATARELLI	LINDSEY	ASAP SITE SUPERVISOR	38,037.05	-	-	38,037.05
OLIVEIRA	CHERYL	ASAP SITE SUPERVISOR	6,187.52	-	-	6,187.52
PACHECO	MEGAN	ASAP SITE SUPERVISOR	48,251.93	-	2,800.98	51,052.91
RAWLINGS	CATHERINE	ASAP COORDINATOR	45,748.60	-	-	45,748.60
ROBERTS	AMANDA	ASAP SITE SUPERVISOR	50,196.06	-	2,760.16	52,956.22
ROGERS	MATTHEW	ASAP ASST. SITE SUPERVISOR	37,815.43	2,644.47	-	40,459.90
SULSER	DIANE	ASAP ASST. SITE SUPERVISOR	45,748.60	-	-	45,748.60
WALSH	PATRICK	ASAP SITE SUPERVISOR	48,515.62	-	3,449.81	51,965.43
WELLS	SAMUEL	ASAP ASST. SITE SUPERVISOR	9,457.54	-	-	9,457.54
			<b>1,025,951.23</b>	<b>2,644.47</b>	<b>23,527.07</b>	<b>1,052,122.77</b>
<b>FOOD SERVICE</b>						
BAILEY	NICOLE	FOOD SERVICE MIDDLE SCHOOL MGR	35,721.21	864.65	300.00	36,885.86
COADY	CYRA	FOOD SERVICE WORKER PART TIME	3,558.51	-	-	3,558.51
COLLINS	JODI	FOOD SERVICE WORKER PART TIME	5,611.80	-	-	5,611.80
CRONE	BECKY	FOOD SERVICE WORKER PART TIME	11,333.14	-	-	11,333.14
DE DOMING	TONI	FOOD SERVICE WORKER PART TIME	11,471.73	-	-	11,471.73
DESIARDIN	ARLENE	FOOD SERVICE WORKER PART TIME	11,575.22	-	100.00	11,675.22
DILL	MATTHEW	SUBSTITUTE FOOD SERVICE WRKR	2,699.56	-	-	2,699.56
DUFFY	MARIE	FOOD SERVICE WORKER PART TIME	6,603.14	527.84	-	7,130.98
DUNN	PATRICIA	FOOD SERVICE COOK	13,587.13	-	100.00	13,687.13
FAIR	KRISTINE	FOOD SERVICE COOK BAKER	28,504.45	1,427.00	200.00	30,131.45
FEBUS	VIRGINIA	FOOD SERVICE WORKER PART TIME	25,267.90	1,726.92	-	26,994.82
FENNEL	JULIE	FOOD SERVICE COOK SUPERVISOR	8,142.21	-	-	8,142.21
FORAN	ROSEANN	FOOD SERVICE WORKER PART TIME	33,056.81	633.29	300.00	33,990.10
FOUNTAIN	LAURA	FOOD SERVICE WORKER PART TIME	10,409.04	-	-	10,409.04
GRIFFIN	KATHLEEN	SUBSTITUTE FOOD SERVICE WRKR	116.25	-	-	116.25
HARROW	CHARLENE	FOOD SERVICE WORKER PART TIME	14,061.55	-	150.00	14,211.55
HENDERSON	LINDA	FOOD SERVICE WORKER PART TIME	2,481.61	-	-	2,481.61
HERTZBERG	MARTHA	FOOD SERVICE WORKER PART TIME	7,869.15	-	-	7,869.15
HILLARD	KIMBERLY	FOOD SERVICE WORKER PART TIME	6,586.61	-	100.00	6,686.61
HLADICK	LOIS	FOOD SERVICE WORKER PART TIME	9,578.28	-	-	9,578.28
INDRESANO	DEBORAH	FOOD SERVICE WORKER PART TIME	11,950.38	-	-	11,950.38
JENCUNAS	ANN	FOOD SERVICE MANAGER HIGH SCH	40,169.81	3,795.12	500.00	44,464.93
KELLEY	ELIZABETH	FOOD SERVICE WORKER PART TIME	4,830.77	-	-	4,830.77
KIRBY	CHRISTINE	FOOD SERVICE WORKER PART TIME	5,602.79	-	-	5,602.79
LAROSA	BARBARA	FOOD SERVICE WORKER PART TIME	13,007.55	-	-	13,007.55
LAVIN	SUSAN	FOOD SERVICE WORKER PART TIME	15,823.97	80.73	-	15,904.70
LAWSON	JEANMARIE	FOOD SERVICE WORKER PART TIME	7,344.15	-	-	7,344.15
LEACH	ROBYN	FOOD SERVICE WORKER PART TIME	3,487.44	-	-	3,487.44
LEDBETTER	LINDA	FOOD SERVICE WORKER PART TIME	5,102.08	-	130.00	5,232.08
LEVERONE	DEBRA	FOOD SERVICE WORKER PART TIME	14,488.84	-	100.00	14,588.84
MARSO	KAREN	FOOD SERVICE COOK BAKER	24,504.47	29.77	300.00	24,834.24
MCGOVERN	KERI	FOOD SERVICE WORKER PART TIME	6,324.87	-	100.00	6,424.87
MURPHY	EILEEN	FOOD SERVICE MIDDLE SCHOOL MGR	4,914.47	-	-	4,914.47
MURRAY	DONNA	FOOD SERVICE WORKER PART TIME	8,601.62	-	-	8,601.62
PAREJO	YAHAIIRA	SUBSTITUTE FOOD SERVICE WRKR	700.72	-	-	700.72
PARKHURST	MICHELLE	FOOD SERVICE COOK SUPERVISOR	31,664.70	325.22	-	31,989.92
POLO	JENNIFER	FOOD SERVICE WORKER PART TIME	9,170.84	-	-	9,170.84
SUTHERLAND	JOSEPHINE	FOOD SERVICE COOK BAKER	24,439.96	-	500.00	24,939.96
TAHMILI	ANGELA	SUBSTITUTE FOOD SERVICE WRKR	122.71	-	-	122.71
TINGLEY	SALLYANN	FOOD SERVICE WORKER PART TIME	8,989.21	-	-	8,989.21
TRUE	NOEL	FOOD SERVICE WORKER PART TIME	2,831.97	-	-	2,831.97
WILLIAMSON	MARYANN	FOOD SERVICE WORKER PART TIME	9,744.51	-	-	9,744.51
WONG	BETTY	FOOD SERVICE WORKER PART TIME	11,209.33	-	-	11,209.33
YAU	KIMBERLY	SUBSTITUTE FOOD SERVICE WRKR	1,114.03	-	-	1,114.03
YEE KWOK	DORIS	FOOD SERVICE WORKER PART TIME	10,045.53	-	-	10,045.53
			<b>524,422.02</b>	<b>9,410.54</b>	<b>2,880.00</b>	<b>536,712.56</b>
<b>SCHOOL SUPREVISION</b>						
BALBONI	SUSAN	PRINCIPAL ELEMENTARY EDUCATION	126,979.66	-	15,502.58	142,482.24
CARNEY	TERESA	PRINCIPAL MIDDLE EDUCATION	141,344.98	-	500.00	141,844.98
CAROTHERS	ANNE	PRINCIPAL ELEMENTARY EDUCATION	86,489.08	-	724.28	87,213.36
GHILANI	KAREN	PRINCIPAL ELEMENTARY EDUCATION	137,718.96	-	500.00	138,218.96
HARRIGAN	BRIAN	PRINCIPAL SECONDARY EDUCATION	150,468.88	-	1,000.00	151,468.88
HOFFMAN	JORDAN	PRINCIPAL ELEMENTARY EDUCATION	126,979.66	-	-	126,979.66
IVES	LAURA	ASSIST DIR PUPIL SERV-YEAR	53,081.04	-	-	53,081.04
KINKEAD	MARYBETH	PRINCIPAL PRESCHOOL	121,619.58	-	5,500.00	127,119.58
MCCANN	AIDAN	PRINCIPAL ELEMENTARY EDUCATION	64,814.82	-	-	64,814.82
MILLER	ERIN	DIRECTOR PUPIL SERVICES	117,895.86	-	-	117,895.86
WELCH	ROBIN	PRINCIPAL ELEMENTARY EDUCATION	46,584.81	-	-	46,584.81
ZITOLI	ANDREW	PRINCIPAL MIDDLE EDUCATION	141,080.52	-	1,000.00	142,080.52
			<b>1,315,057.85</b>	<b>-</b>	<b>24,726.86</b>	<b>1,339,784.71</b>
<b>VP &amp; DIRECTORS</b>						
CARNEY	NIALL	VICE PRINCIPAL MID MASTERS+15	128,401.08	-	2,100.00	130,501.08
COLE	ERICA	VP NHS MA+75	141,590.25	-	-	141,590.25
COLLINS	TIMOTHY	ATHLETIC DIRECTOR	117,733.49	-	-	117,733.49
GALVIN	ZACHARY	VICE PRINCIPAL SECONDARY	134,520.38	-	-	134,520.38
HATT	MEGAN	VICE PRINCIPAL MIDDLE	122,287.19	-	1,400.00	123,687.19
			<b>644,532.39</b>	<b>-</b>	<b>3,500.00</b>	<b>648,032.39</b>
<b>SCHOOL YEAR VP &amp; DIRECTORS</b>						
ANNIBALLI	ROBERT	DIRECTOR PHYSICAL EDUCATION	93,532.82	-	27,341.56	120,874.38
ARNOLD	CHRISTY	ASSISTANT PRINCIPAL ELMEN	105,121.99	-	-	105,121.99
D AGOSTINO	SUSAN	VICE PRIN MIDDLE SCHL YR M15	104,299.45	-	-	104,299.45
GATTO	BENJAMIN	ASSISTANT PRINCIPAL ELMEN	95,229.12	-	1,789.58	97,018.70
HOYE	JASON	H.S. DEAN OF INSTRUCTION	96,260.63	-	7,762.72	104,023.35
MACWEAN	JULIA	ASSISTANT PRINCIPAL ELMEN	70,763.18	-	-	70,763.18
MILLER	STEPHEN	DIR FINE ARTS M+30	93,532.83	-	18,784.31	112,317.14
STROTHER	MATTHEW	H.S. DEAN OF INSTRUCTION	105,886.76	-	13,177.68	119,064.44
			<b>764,626.78</b>	<b>-</b>	<b>68,855.85</b>	<b>833,482.63</b>
<b>BENNETT HEMENWAY SCHOOL</b>						
BORREGO	LIU	ELEMENTARY TEACHER MASTER +30	71,895.34	-	720.39	72,615.73
BRIONES	LISA	ELEMENTARY TEACHER MASTERS+75	100,667.11	-	34.32	100,701.43
DAHLEHEIMER	SARAH	ELEMENTARY TEACHER MASTER +30	90,774.74	-	1,606.32	92,381.06
DEBIASE	LAURA	SPECIAL NEEDS TEACHER MASTR+45	95,870.80	-	68.64	95,939.44
DEWING	BENITA	ELEMENTARY TEACHER MASTER+15	74,226.74	-	1,286.32	75,513.06
DIORENZO	LOREN	ELEMENTARY TEACHER MASTERS	60,428.41	-	34.32	60,462.73
FEDERICO	MARGUERITE	ELEMENTARY TEACHER MASTERS	58,103.90	-	1,045.11	59,149.01
GOLDWAIT	MARYGRACE	ELEMENTARY TEACHER MASTER+15	84,750.10	-	-	84,750.10
HAYES	LISA	ELEMENTARY TEACHER MASTER +45	95,870.80	-	34.32	95,905.12
HUSE	ALISON	ELEMENTARY TEACHER MASTERS	85,031.94	-	-	85,031.94
KERN	LINDSAY	ELEMENTARY SPECIALISTS MAS+75	60,062.37	-	102.96	60,165.33
KILLORIN	JACQUELINE	ELEMENTARY TEACHER MASTERS+75	93,598.88	-	34.32	93,633.20
KRAKAUER	KATHRYN	ELEMENTARY TEACHER MASTERS+75	96,617.88	-	1,943.59	98,561.47
KRUSZEWSKA	CAROLINA	ELEMENTARY TEACHER MASTERS	84,796.22	-	34.32	84,830.54
LAPLANTE	NINA	ELEMENTARY TEACHER MASTER +30	90,774.74	-	3,110.42	93,885.16
LETOVSKY	SHARON	ELEMENTARY SPECIALISTS MAS+45	91,005.00	-	34.32	91,039.32
LYONS	GABRIELLE	ELEMENTARY TEACHER BACHELOR	48,837.26	-	686.07	49,523.33
MC SHANE	VICTORIA	ELEMENTARY TEACHER MASTER +30	88,784.88	-	68.64	88,853.52
MITCHELL	AMBER	ELEMENTARY TEACHER MASTER+15	71,372.00	-	2,016.30	73,388.30

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
MOORES	LAUREN	ELEMENTARY TEACHER MASTER +30	29,689.29	-	-	29,689.29
MUNGER	MICHELLE	ELEMENTARY TEACHER MASTER +30	72,585.92	-	2,868.65	75,454.57
NEMESKAL	CHRISTINE	ELEMENTARY TEACHER MASTER+15	89,281.82	-	1,295.91	90,577.73
SILVERBERG	LEE	ELEMENTARY TEACHER MASTERS+60	95,754.51	-	944.00	96,698.51
SLATER	DAVID	ELEMENTARY SPECIALISTS M+30	69,130.23	-	4,663.98	73,794.21
SNODGRASS	JACQUELYN	ELEMENTARY TEACHER MASTERS+75	100,667.11	-	34.32	100,701.43
WRAIGHT	KATHERINE	ELEMENTARY TEACHER BACHELOR	77,298.46	-	-	77,298.46
			<b>2,077,876.45</b>	<b>-</b>	<b>22,667.54</b>	<b>2,100,543.99</b>
<b><u>BROWN SCHOOL</u></b>						
ALBERT	MICHAEL	ELEMENTARY TEACHER MASTERS+60	98,209.14	-	644.10	98,853.24
BARNES	LESLIE	ELEMENTARY TEACHER MASTER+15	89,281.82	-	506.42	89,788.24
BOURQUE	SARAH	ELEMENTARY TEACHER MASTER+15	71,956.06	-	68.84	72,024.90
CAIN	MARIEL	ELEMENTARY TEACHER MASTERS	60,428.41	-	789.33	61,217.74
CORBETT	DAVID	ELEMENTARY TEACHER BACHELOR	48,837.47	-	-	48,837.47
COSTELLO	PAMELA	ELEMENTARY TEACHER MASTERS	55,168.23	-	3,204.25	58,372.48
CULVERHOUSE	KATE	ELEMENTARY TEACHER MASTERS	58,103.90	-	1,772.10	59,876.00
CURTIN	MELISSA	ELEMENTARY TEACHER MASTER +30	69,795.16	-	789.33	70,584.49
D'AGNELLI	LINDSAY	ELEMENTARY TEACHER MASTERS+60	84,832.50	-	68.84	84,901.34
DMITRIEV	JULIA	ELEMENTARY TEACHER MASTER+15	79,790.83	-	68.84	79,859.67
DOWNEY	JULIA	ELEMENTARY TEACHER BACHELOR	31,384.55	-	103.26	31,487.81
FONG	CAITLIN	ELEMENTARY TEACHER MASTERS	56,094.96	-	34.42	56,129.38
GAGNE	ANGELINA	ELEMENTARY TEACHER MASTERS+75	100,667.11	-	3,199.93	103,867.04
GORMAN	ABIGAIL	ELEMENTARY TEACHER MASTER +30	65,091.37	-	1,896.60	66,987.97
GRAY	THERESA	ELEMENTARY TEACHER MASTER+15	6,041.10	-	-	6,041.10
HAND	CAROLINE	ELEMENTARY TEACHER MASTERS	62,296.21	-	1,295.91	63,592.12
HURLEY	KATHLEEN	ELEMENTARY TEACHER MASTER +30	93,532.82	-	103.26	93,636.08
KELLEHER	KATHRYN	ELEMENTARY TEACHER MASTERS	45,646.34	-	68.84	45,715.18
KILFOIL	CHELSEY	ELEMENTARY TEACHER MASTER +30	25,692.57	-	-	25,692.57
KRUG	KIMBERLY	ELEMENTARY TEACHER MASTER+15	74,758.88	-	754.91	75,513.79
LEBLANC	JUDITH	FEIP TUTORS	5,287.84	-	-	5,287.84
MACINNES	MELISSA	ELEMENTARY TEACHER MASTERS	85,031.94	-	34.42	85,066.36
MARTIN	ANDREA	ELEMENTARY TEACHER BACHELOR	54,935.20	-	34.42	54,969.62
MELLOR	KALEE	ELEMENTARY TEACHER MASTERS	18,459.36	-	-	18,459.36
MILLER	DANIELLE	ELEMENTARY TEACHER MASTERS	62,845.51	-	1,399.17	64,244.68
QUIMBY	MELISSA	ELEMENTARY TEACHER MASTERS	62,845.51	-	2,006.91	64,852.42
QUINTANA	LISA	ELEMENTARY TEACHER BACHELOR	44,678.29	-	1,364.75	46,043.04
RISI	JENNIFER	ELEMENTARY TEACHER MASTER +30	93,532.82	-	34.42	93,567.24
STEFANOWICZ	JARED	ELEMENTARY TEACHER MASTERS+60	63,717.38	-	455.84	64,173.22
TILDEN	AMANDA	ELEMENTARY TEACHER MASTERS	53,720.13	-	223.26	53,943.39
VAN LEER	SAMANTHA	ELEMENTARY TEACHER MASTERS	35,903.32	-	-	35,903.32
ZAJDEL	KELLY	TEACHER ELL MASTERS +15	71,372.00	-	-	71,372.00
ZELIGER	CHRISTINE	ELEMENTARY TEACHER MASTER +30	64,529.60	-	754.91	65,284.51
			<b>1,994,468.33</b>	<b>-</b>	<b>20,077.28</b>	<b>2,014,545.61</b>
<b><u>SCHOOL HEALTH SERVICES</u></b>						
CANNON	FAITH	SUBSTITUTE NURSE	600.00	-	-	600.00
CHOPUR	MARIA	NURSE BACHELORS	18,876.78	-	-	18,876.78
FRITSCH	BETH	NURSE BACHELORS	44,023.95	-	420.00	44,443.95
GARB PALUMBO	JENNIFER	NURSE MASTERS	82,038.62	-	796.80	82,835.42
GEMMELL STEINBERG	ELIZABETH	NURSE MASTERS	85,031.94	-	1,705.00	86,736.94
GIBERSON	JESSICA	NURSE BACHELORS	5,108.44	-	479.38	5,587.82
GILBERT	KRISTIN	NURSE BACHELORS	77,298.46	-	-	77,298.46
GRAVES	LISA	NURSE BACHELORS	37,077.02	-	147.30	37,224.32
HARDING	CARRIE	NURSE BACHELORS	61,794.89	-	585.00	62,379.89
KEENE	KELLY	NURSE BACHELORS	11,041.83	-	-	11,041.83
LACERRA	KAYLA	SUBSTITUTE NURSE	700.00	-	330.00	1,030.00
LAGAN	MARYANNE	NURSE BACHELORS	27,633.30	-	-	27,633.30
LAMME	MICHELLE	SUBSTITUTE NURSE	200.00	-	-	200.00
LEBLANC	MICHELLE	NURSE BACHELORS	64,266.79	-	110.00	64,376.79
MARCINKIEWICZ	NICOLE	NURSE MASTERS	85,231.14	-	5,315.07	90,546.21
MCEILL	KELLY	NURSE MASTERS	75,991.42	-	564.40	76,555.82
MICELI	NICOLE	NURSE BACHELORS	59,417.83	-	1,071.63	60,489.46
NASER	BARBARA	NURSE BACHELORS	77,298.46	-	120.72	77,419.18
POLE	COLLEEN	SUBSTITUTE NURSE	7,212.00	-	-	7,212.00
RUFO	KAREN	NURSE LEADER	69,307.64	-	4,000.00	73,307.64
RYBACKI	NICOLE	SUBSTITUTE NURSE	400.00	-	-	400.00
SANTINO	PAULINE	NURSE MASTERS + 15	57,925.47	-	6,518.18	64,443.65
SIVAK	ERIN	NURSE MASTERS	54,379.05	-	1,407.03	55,786.08
SULLIVAN	JULIE	NURSE BACHELORS	14,676.04	-	125.91	14,801.95
TUCKER	EMMA	SUBSTITUTE NURSE	4,500.00	-	2,805.00	7,305.00
TWISS	DENISE	NURSE MASTERS	85,031.94	-	2,784.09	87,816.03
VERSAW	AIMEE	NURSE BACHELORS	29,708.87	-	-	29,708.87
			<b>1,136,771.88</b>	<b>-</b>	<b>29,285.51</b>	<b>1,166,057.39</b>
<b><u>JOHNSON SCHOOL</u></b>						
BLAKE	KRISTEN	ELEMENTARY TEACHER MASTERS+75	100,667.11	-	68.84	100,735.95
CAULFIELD	GINA	ELEMENTARY TEACHER MASTER +30	77,761.75	-	34.42	77,796.17
GEORGE	LELANA	ELEMENTARY TEACHER MASTER+15	89,281.82	-	1,286.32	90,568.14
HALLY	COURTNEY	ELEMENTARY TEACHER MASTERS	50,065.89	-	-	50,065.89
MAGEE	LORRAINE	ELEMENTARY TEACHER BACHELOR	35,303.05	-	818.55	36,121.60
MASTRANGELO	MARISSA	ELEMENTARY TEACHER MASTERS	75,991.42	-	34.42	76,025.84
MCLAUGHLIN	CHRISTINA	ELEMENTARY TEACHER MASTERS+60	60,062.36	-	-	60,062.36
SCHOTT	MEGHAN	ELEMENTARY TEACHER MASTERS	64,271.68	-	-	64,271.68
SUGRUE	MARIA	ELEMENTARY TEACHER MASTERS	85,031.94	-	6,725.32	91,757.26
SWEENEY	CHRISTINE	ELEMENTARY TEACHER MASTER+15	77,340.79	-	769.97	78,110.76
TOURANGEAU	JUSTIN	ELEMENTARY TEACHER MASTERS	77,511.96	-	1,320.74	78,832.70
TURNER	BRENNAN	ELEMENTARY TEACHER MASTERS	77,511.96	-	4,204.86	81,716.82
VEGA	LISHNERIS	ASAP ASSIST INSTRUCTOR	5,568.84	-	-	5,568.84
WOOD	JEFFERSON	ELEMENTARY TEACHER MASTER +30	93,532.82	-	2,437.67	95,970.49
			<b>969,903.39</b>	<b>-</b>	<b>17,701.11</b>	<b>987,604.50</b>
<b><u>LILJA SCHOOL</u></b>						
ALTCHER	BETHANY	ELEMENTARY TEACHER MASTERS+75	100,667.11	-	-	100,667.11
BENNETT	ALISON	ELEMENTARY TEACHER MASTER +30	67,111.14	-	932.54	68,043.68
BRACEY	ALISON	ELEMENTARY TEACHER BACHELOR	52,821.87	-	1,504.62	54,326.49
BRAINERD	JESSICA	ELEMENTARY TEACHER MASTER +30	84,803.48	-	-	84,803.48
BUCKMIRE	JOVANNNE	ELEMENTARY TEACHER MASTERS	80,014.39	-	2,257.89	82,272.28
CHASE	KENDRA	ELEMENTARY TEACHER MASTER+15	89,281.82	-	686.07	89,967.89
CONNELLY	KELLI	ELEMENTARY TEACHER MASTER+15	57,925.47	-	-	57,925.47
CRONIN	LISA	ELEMENTARY TEACHER MASTER +30	75,489.53	-	2,075.59	77,565.12
GALLAGHER	ASHLEY	ELEMENTARY TEACHER MASTER +30	73,693.40	-	-	73,693.40
GREGG	ELIZABETH	ELEMENTARY TEACHER MASTER +30	76,068.74	-	2,987.87	79,056.61
KOZIN	HEATHER	ELEMENTARY TEACHER MASTER+15	45,866.00	-	2,848.95	48,714.95
KUZINEVICH	ALLISON	ELEMENTARY TEACHER MASTER+15	61,508.41	-	-	61,508.41
LAUFER	KATHLEEN	ELEMENTARY TEACHER MASTERS	52,801.50	-	-	52,801.50
MCENANEY	KRISTEN	ELEMENTARY TEACHER MASTERS+75	100,667.11	-	5,870.83	106,537.94
MCGRATH	HEIDI	BOKS DIRECTOR	-	-	1,000.00	1,000.00
MURPHY	LINDSAY	ELEMENTARY TEACHER MASTER +30	64,142.68	-	1,333.33	65,476.01
NORRMAN	CHRISTINE	ELEMENTARY TEACHER BACHELOR	75,831.50	-	-	75,831.50
PERSHOUSE	SARAH	ELEMENTARY TEACHER MASTERS	82,906.26	-	2,034.42	84,940.68
QUIMBY	SARAH	ELEMENTARY TEACHER MASTER+15	68,785.54	-	2,096.16	70,881.70
RANDOLPH	MARY	SPECIAL NEEDS TEACHER MASTR+75	72,992.50	-	-	72,992.50
SMITH	TESSIE	ELEMENTARY TEACHER MASTER +30	67,111.14	-	2,783.49	69,894.63
SPRAGUE	KELLY	ELEMENTARY TEACHER MASTER +30	67,111.14	-	1,330.33	68,441.47
STARREL	HEATHER	ELEMENTARY TEACHER MASTER +30	78,431.06	-	2,714.87	81,145.93
TSACOEYANES	JOANNA	ELEMENTARY TEACHER MASTERS	55,868.74	-	34.42	55,903.16
			<b>1,651,900.53</b>	<b>-</b>	<b>32,705.18</b>	<b>1,684,605.71</b>



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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
<b>MEMORIAL SCHOOL</b>						
ARAUJO	KIMBERLY	ELEMENTARY TEACHER MASTER +45	75,438.17	-	4,086.51	79,524.68
BARTER	JOHN	ELEMENTARY TEACHER MASTER+15	89,281.82	-	2,288.88	91,570.70
BILLIAN	SHAYLA	ELEMENTARY TEACHER BACHELOR	61,794.89	-	3,144.00	64,938.89
BOPP	KIMBERLEE	ELEMENTARY TEACHER MASTERS	65,360.16	-	-	65,360.16
CROWTHER	KELSEY	ELEMENTARY TEACHER MASTERS	60,428.41	-	-	60,428.41
DESAUTELS	LAUREN	ELEMENTARY TEACHER MASTER +45	85,681.11	-	2,925.98	88,607.09
ESPOSITO	KERI	ELEMENTARY TEACHER BACHELOR	61,620.58	-	5,186.07	66,806.65
FOLEY	SHANNON	ELEMENTARY TEACHER BACHELOR	59,417.83	-	472.00	59,889.83
HAWKES	KELSI	ELEMENTARY TEACHER MASTER+15	74,226.74	-	3,370.12	77,596.86
HOOKWAY	CAROL	ELEMENTARY TEACHER BACHELOR	77,298.46	-	-	77,298.46
INGHAM	CHRISTINA	ELEMENTARY TEACHER MASTER +45	86,019.69	-	1,572.00	87,591.69
JOHNSON	JESSICA	ELEMENTARY TEACHER MASTER +30	86,968.49	-	1,295.91	88,264.40
KENNEY	ELIZABETH	ELEMENTARY TEACHER MASTER +30	93,532.82	-	2,544.39	96,077.21
KENNY	MARY	ELEMENTARY TEACHER BACHELOR	77,298.46	-	-	77,298.46
LOER	ALEXANDRA	ELEMENTARY TEACHER MASTER +30	93,532.82	-	-	93,532.82
MARZULLO	KIMBERLY	ELEMENTARY TEACHER MASTER +30	93,532.82	-	-	93,532.82
PALLAS	SARAH	ELEMENTARY TEACHER MASTER+15	61,508.41	-	2,453.98	63,962.39
REILLY	CATHERINE	ELEMENTARY TEACHER MASTERS	75,991.42	-	-	75,991.42
WASSIL	NICOLE	ELEMENTARY TEACHER MASTERS	73,448.66	-	-	73,448.66
WEILER	KENDRA	ELEMENTARY TEACHER MASTER +30	93,014.25	-	-	93,014.25
			<b>1,545,396.01</b>	<b>-</b>	<b>29,339.84</b>	<b>1,574,735.85</b>
<b>KENNEDY MIDDLE SCHOOL</b>						
ALAGAPPAN	NANDINI	TEACHER/DEPT HEAD MASTERS +45	87,394.65	-	7,384.12	94,778.77
ALCOTT	KATELYN	TEACHER MIDDLE BACHELORS	48,837.26	-	343.08	49,180.34
ANDREOTES	COLLEEN	TEACHER MIDDLE MASTERS +15	83,015.17	-	455.84	83,471.01
BISHOP	HEATHER	TEACHER MIDDLE MASTERS +75	65,311.96	-	19,682.00	84,993.96
BOCZANOWSKI	AMANDA	TEACHER MIDDLE MASTERS	67,973.90	-	1,295.91	69,269.81
BRENNEMAN	ELLEN	TEACHER MIDDLE MASTERS +75	100,667.11	-	243.12	100,910.23
BRENNEMAN	JENNIFER	TEACHER MIDDLE MASTERS +60	96,692.23	-	2,620.16	99,312.39
CARTER	LAUREN	TEACHER MIDDLE MASTERS +30	86,968.49	-	2,538.63	89,507.12
CLOUTIER	KARIN	TEACHER MIDDLE MASTERS +30	90,290.64	-	3,682.34	93,972.98
COTTER	LORI	TEACHER MIDDLE MASTERS +30	93,532.82	-	1,729.26	95,262.08
D ADDEO	LAUREN	TEACHER MIDDLE BACHELORS	52,821.87	-	2,437.82	55,259.69
DION	CHRISTINE	TEACHER MIDDLE MASTERS +60	98,209.14	-	820.00	99,029.14
DRAPEAU	DAVID	TEACHER MIDDLE MASTERS +30	83,589.83	-	3,594.91	87,184.74
DUMAS ELLIOTT	NICOLE	TEACHER MIDDLE MASTERS	75,991.42	-	-	75,991.42
DWYER	MEGHAN	TEACHER MIDDLE MASTERS	50,768.60	-	1,225.00	51,993.60
FLAHERTY	MOLLY	TEACHER MIDDLE BACHELORS	50,790.57	-	243.12	51,033.69
FLEDDERJOHN	TIMOTHY	TEACHER MIDDLE MASTERS +45	79,705.96	-	8,646.70	88,352.66
FOREST	CHRISTOPHER	TEACHER MIDDLE MASTERS +75	100,667.11	-	6,472.70	107,139.81
GALLIVAN	TIMOTHY	TEACHER MIDDLE BACHELORS	52,821.87	-	714.68	53,536.55
GALTHIER	STACY	TEACHER MIDDLE MASTERS +30	93,532.82	-	3,137.85	96,670.67
GRANT	ALEXANDRA	TEACHER MIDDLE MASTERS +30	88,784.88	-	1,981.98	90,766.86
GRIFFIN	DONALD	TEACHER MIDDLE MASTERS	85,031.94	-	7,000.00	92,031.94
HACKET	MARA	TEACHER MIDDLE MASTERS +75	100,667.11	-	5,089.95	105,757.06
HAMM	MICHELLE	TEACHER MIDDLE MASTERS +30	93,532.82	-	2,225.10	95,757.92
HART	JENNIFER	TEACHER MIDDLE MASTERS +30	86,968.49	-	1,000.00	87,968.49
JOYCE	KATHRYN	TEACHER MIDDLE MASTERS	77,511.96	-	729.35	78,241.31
KASSAP	BETH	TEACHER MIDDLE MASTERS +60	98,209.14	-	1,463.00	99,672.14
KITTLER	NATHAN	TEACHER MIDDLE MASTERS +15	89,281.82	-	8,178.58	97,460.40
LANE	JOSEPH	TEACHER MIDDLE MASTERS	77,511.96	-	9,100.00	86,611.96
LEMOINE	NEKELLE	TEACHER MIDDLE BACHELORS	64,266.79	-	3,258.91	67,525.70
LEMON	SANDRA	TEACHER MIDDLE MASTERS +30	93,532.82	-	2,182.70	95,715.52
LYTH	DAVID	TEACHER MIDDLE MASTERS +75	91,764.52	-	10,031.08	101,795.60
MACDONALD	AUCIA	TEACHER MIDDLE MASTERS	62,845.51	-	2,352.74	65,198.25
MARSH	KELLY	TEACHER MIDDLE MASTERS +15	63,450.32	-	2,437.82	65,888.14
MCCANN	MICHELLE	TEACHER MIDDLE MASTERS +30	93,532.82	-	736.07	94,268.89
MCDONOUGH	KIRSTEN	TEACHER MIDDLE MASTERS +30	93,025.67	-	2,053.90	95,079.57
MCMAHON	JEFFREY	TEACHER MIDDLE MASTERS +30	86,968.49	-	4,500.00	91,468.49
MEYERS	SARAH	TEACHER MIDDLE MASTERS +75	81,025.36	-	607.80	81,633.16
MORRISSEY	KIMBERLY	TEACHER MIDDLE MASTERS	82,906.26	-	6,450.66	89,356.92
PAYNE	AMANDA	TEACHER MIDDLE MASTERS	75,991.42	-	5,317.89	81,309.31
PFLUKE	CATHERINE	TEACHER MIDDLE MASTERS	29,863.71	-	396.04	30,259.75
PINI	MEGHAN	TEACHER MIDDLE BACHELORS	17,452.71	-	2,691.00	20,143.71
PORTEN	HEIDI	TEACHER MIDDLE MASTERS +15	87,050.40	-	-	87,050.40
POSKIENSKY	CHRISTOPHER	TEACHER MIDDLE BACHELORS	17,452.71	-	-	17,452.71
POWER	PAUL	TEACHER MIDDLE MASTERS +45	93,474.31	-	3,314.41	96,788.72
RAIDER	JEFFREY	TEACHER MIDDLE MASTERS	59,174.19	-	2,025.08	61,199.27
ROGERS	KATI	TEACHER MIDDLE MASTERS +60	94,295.74	-	-	94,295.74
ROTH	LAURA	TEACHER MIDDLE MASTERS +30	77,761.75	-	4,370.34	82,132.09
SCHNEEKLOTH	REBECCA	TEACHER MIDDLE MASTERS +45	94,353.89	-	2,377.34	96,731.23
SOCKALOSKY	TRACY	TEACHER MIDDLE MASTERS +15	85,073.52	-	5,896.18	90,969.70
STEFANINI	THOMAS	TEACHER MIDDLE MASTERS +30	93,532.82	-	4,344.98	97,877.80
TREMBLAY PRICE	BETHANY	TEACHER MIDDLE MASTERS +60	74,333.87	-	425.45	74,759.32
TROWBRIDGE	MEGHAN	TEACHER MIDDLE BACHELORS	54,935.20	-	303.90	55,239.10
UDAHIL	ELISABETH	TEACHER MIDDLE BACHELORS	52,821.87	-	455.84	53,277.71
VARGAS	KRISTINA	TEACHER MIDDLE MASTERS +60	33,229.82	-	-	33,229.82
WOLF	JAMIE	TEACHER MIDDLE MASTERS +15	43,895.58	-	7,045.12	50,940.70
ZHU	YU LAN	TEACHER MIDDLE MASTERS +45	86,019.69	-	303.90	86,323.59
			<b>4,341,115.30</b>	<b>-</b>	<b>177,914.35</b>	<b>4,519,029.65</b>
<b>WILSON MIDDLE SCHOOL</b>						
ANDERSON	KATHLEEN	TEACHER MIDDLE MASTERS +45	95,870.80	-	182.34	96,053.14
BALL	KRISTINA	TEACHER MIDDLE MASTERS +30	74,769.74	-	6,024.19	80,793.93
BARTLEY	NILI	TEACHER MIDDLE MASTERS +15	89,281.82	-	486.24	89,768.06
BELLO	VANESSA	TEACHER MIDDLE MASTERS +30	26,760.09	-	-	26,760.09
BIXBY	CAITLIN	TEACHER MIDDLE MASTERS +15	74,758.87	-	3,005.44	77,764.31
BOERGER	MARIE	TEACHER MIDDLE MASTERS +30	93,532.82	-	-	93,532.82
BRENNAN	DONALD	TEACHER MIDDLE MASTERS +30	93,532.82	-	700.00	94,232.82
BROOKMAN PORRO	SUSAN	TEACHER MIDDLE MASTERS +60	98,209.14	-	-	98,209.14
CAMPAGNA	KRISTINE	TEACHER MIDDLE MASTERS +45	87,394.65	-	-	87,394.65
CARROLL	MARGARET	TEACHER MIDDLE MASTERS +15	61,508.41	-	-	61,508.41
CASEY	KEVIN	TEACHER MIDDLE MASTERS +45	85,681.11	-	364.67	86,045.78
COLEMAN	JUDITH	TEACHER MIDDLE MASTERS +75	100,667.11	-	7,607.10	108,274.21
CONNORS	LYNN	TEACHER MIDDLE MASTERS +30	93,532.82	-	10,230.08	103,762.90
COTTON	SARAH	TEACHER MIDDLE MASTERS +30	67,335.76	-	3,500.00	70,835.76
DOYLE	KENNETH	TEACHER MIDDLE MASTERS +30	93,532.82	-	2,614.82	96,147.64
DOYLE	SARAH	TEACHER MIDDLE MASTERS	75,991.42	-	1,703.90	77,695.32
DUBBS	ANDREA	TEACHER MIDDLE MASTERS	85,031.94	-	4,803.90	89,835.84
DUMONT	RICHARD	TEACHER MIDDLE MASTERS +45	70,858.40	-	1,555.80	72,414.20
FOLEY	ERIN	TEACHER MIDDLE BACHELORS	50,790.57	-	686.07	51,476.64
FRIES	ERIC	TEACHER MIDDLE MASTERS +30	83,971.79	-	-	83,971.79
FULTON	CRAIG	TEACHER MIDDLE MASTERS +30	80,792.70	-	4,055.08	84,847.78
GOSSEUN	KASIE	TEACHER MIDDLE MASTERS	54,709.13	-	1,750.00	56,459.13
GREEN	CATHERINE	TEACHER MIDDLE MASTERS +15	44,949.85	-	360.23	45,310.08
GREEN	ELIZABETH	TEACHER MIDDLE MASTERS +75	100,667.11	-	263.52	100,930.63
GRIMES	STUART	TEACHER MIDDLE MASTERS	37,339.82	-	3,020.30	40,360.12
HARRINGTON	KATE	TEACHER MIDDLE MASTERS +75	100,667.11	-	-	100,667.11
HASKELL	AMY	TEACHER MIDDLE BACHELORS	52,821.87	-	6,357.74	59,179.61
HAUSERMANN	DANIEL	TEACHER MIDDLE MASTERS +30	81,140.47	-	1,091.79	82,232.26
HAYWOOD	AMANDA	TEACHER MIDDLE MASTERS +45	79,755.79	-	5,420.19	85,175.98
HEIDEN	MICHAEL	TEACHER MIDDLE MASTERS	85,031.94	-	125.59	85,157.53
HOWELL	OWEN	TEACHER MIDDLE BACHELORS	50,790.57	-	3,500.00	54,290.57
KELLY	TINA	TEACHER MIDDLE MASTERS +75	99,072.51	-	-	99,072.51
KESLOW	ALISON	TEACHER MIDDLE BACHELORS	34,361.42	-	10,227.88	44,589.30

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
LANGAN	LISA	TEACHER MIDDLE MASTERS +45	95,870.80	-	-	95,870.80
LOVELY	KENNETH	TEACHER MIDDLE BACHELORS	77,298.46	-	-	77,298.46
LYDON	COLMAN	TEACHER MIDDLE BACHELORS	34,834.57	-	-	34,834.57
MAGARIE	KENNETH	TEACHER MIDDLE BACHELORS	69,083.21	-	2,934.12	72,017.33
MALLOY	ANN MARGARET	TEACHER MIDDLE MASTERS +15	89,281.82	-	4,731.97	94,013.79
MARCHIONE	JENNIFER	TEACHER MIDDLE MASTERS +60	77,307.19	-	1,700.89	79,008.08
MATTISON	KAITUN	TEACHER MIDDLE MASTERS +30	75,284.79	-	1,295.91	76,580.70
MCCINTY	MARYANN	TEACHER MIDDLE MASTERS +60	98,209.14	-	2,213.17	100,422.31
MCKENNA	LINDA	TEACHER MIDDLE MASTERS +30	90,774.74	-	1,497.02	92,271.76
MILLER	ZACHARY	TEACHER MIDDLE MASTERS	28,423.45	-	3,157.68	31,581.13
MITCHELL	EUSA	TEACHER MIDDLE MASTERS	70,692.99	-	2,433.35	73,126.34
MORAN	MEGAN	TEACHER MIDDLE MASTERS +15	63,968.80	-	433.35	64,402.15
MORETZ	HEATHER	TEACHER MIDDLE MASTERS +30	93,532.82	-	5,954.19	99,487.01
MORRILL	SCOTT	TEACHER MIDDLE MASTERS +45	81,513.34	-	6,504.55	88,017.89
MURPHY	JOSEPH	TEACHER MIDDLE MASTERS	60,428.41	-	303.90	60,732.31
NEEL	JESSICA	TEACHER MIDDLE MASTERS +45	94,353.89	-	-	94,353.89
NEENAN	PAUL	TEACHER MIDDLE BACHELORS	59,417.83	-	91.50	59,509.33
O BRIEN	ILSE	TEACHER MIDDLE MASTERS +15	89,281.82	-	182.34	89,464.16
O CONNOR	ALLYSON	TEACHER MIDDLE MASTERS +15	56,867.74	-	687.46	57,555.20
OLEARY	EDWARD	TEACHER MIDDLE BACHELORS	50,790.57	-	2,827.75	53,618.32
POGARIAN	SHEILA	TEACHER MIDDLE MASTERS	85,031.94	-	4,952.39	89,984.33
SCHILL	RUTHANNE	TEACHER MIDDLE MASTERS +75	99,072.51	-	-	99,072.51
SHEA	LAWRENCE	TEACHER MIDDLE BACHELORS	48,837.26	-	9,447.99	58,285.25
SHUTE	ADAM	TEACHER MIDDLE MASTERS +45	93,474.31	-	9,481.40	102,955.71
SMITH	CHLOE	TEACHER MIDDLE BACHELORS	16,781.58	-	-	16,781.58
SOKOL	KIRSTIN	TEACHER MIDDLE MASTERS +75	100,667.11	-	1,986.32	102,653.43
SOUSA	CATHERINE	TEACHER MIDDLE MASTERS +30	88,784.88	-	335.58	89,120.46
ST GEORGE	SHIVONNE	TEACHER MIDDLE MASTERS +30	83,589.83	-	8,111.10	91,700.93
SULLIVAN	TRACY	TEACHER MIDDLE MASTERS	67,973.90	-	686.07	68,659.97
SULLIVAN	JOHN	TEACHER MIDDLE MASTERS	80,014.39	-	3,486.72	83,501.11
THIBEAULT	EMILY	TEACHER MIDDLE MASTERS +30	24,704.64	-	-	24,704.64
TUCKER	ANNA	TEACHER MIDDLE MASTERS +15	20,157.57	-	-	20,157.57
WALDRON	KIMBERLY	TEACHER MIDDLE MASTERS +30	93,532.82	-	1,193.09	94,725.91
WATSON	BRENNA	TEACHER MIDDLE MASTERS	67,973.90	-	5,232.17	73,206.07
ZERDELIAN	MICHAEL	TEACHER MIDDLE MASTERS	58,103.90	-	125.60	58,229.50
			<b>4,991,030.11</b>	<b>-</b>	<b>161,738.21</b>	<b>5,152,768.32</b>

**HIGH SCHOOL**

ADAMS	LAUREN	TEACHER SECONDARY MASTERS +30	83,589.83	-	4,446.93	88,036.76
AMARAVADI	RATNAKAR	TEACHER SECONDARY MASTERS +75	100,667.11	-	1,050.00	101,717.11
AMICO	KATELYN	TEACHER SECONDARY MASTERS	65,360.16	-	7,021.07	72,381.23
ANDERSON	LINDA	TEACHER SECONDARY MASTERS +60	73,648.89	-	1,569.92	75,218.81
ARAUJO	JAMES	TEACHER SECONDARY MASTERS +75	95,555.59	-	349.79	95,905.38
ASTILL	KENNETH	SUB TEACHER & NURSE LONG TERM	740.01	-	782.41	1,522.41
BARBOSA	PAULA	TEACHER SECONDARY MASTERS	16,194.15	-	-	16,194.15
BARNHILL	JESSICA	TEACHER SECONDARY MASTERS +30	91,195.32	-	3,133.79	94,329.11
BENNETT	CARSON	TEACHER SECONDARY MASTERS +75	28,758.15	-	-	28,758.15
BOUDREAU	MARGARET	SCH & COMM.ADMIN	14,927.25	-	-	14,927.25
BOYLE	MICHELLE	TEACHER SECONDARY MASTERS +45	89,364.39	-	-	89,364.39
BRENNAN	ESTELLE	TEACHER SECONDARY MASTERS	80,714.11	-	-	80,714.11
BRENNEMAN	MATTHEW	TEACHER SECONDARY MASTERS	85,031.94	-	20,768.34	105,800.28
BREZINSKY	ELLEN	TEACHER SECONDARY MASTERS +30	86,185.24	-	607.79	86,793.03
BRYANT	EMMA	TEACHER SECONDARY MASTERS	60,428.41	-	558.56	60,986.97
BUONO	MICHAEL	TEACHER SECONDARY MASTERS	70,692.99	-	20,095.87	90,788.86
BURNELL	ALYCE	TEACHER SECONDARY MASTERS +30	93,532.82	-	3,239.15	96,771.97
BURNS	KATHERINE	TEACHER SECONDARY MASTERS	67,973.90	-	3,723.89	71,697.79
CAMIEL	SUSAN	TEACHER SECONDARY MASTERS +30	93,532.82	-	2,937.67	96,470.49
CARL	KATHLYN	TEACHER SECONDARY MASTERS	68,866.69	-	212.73	69,079.42
CAULFIELD	DENISE IVRA	TEACHER/DEPT HEAD MASTERS +45	94,353.89	-	16,803.71	111,157.60
CESARINI	TIMOTHY	TEACHER SECONDARY MASTERS +30	66,471.51	-	183.56	66,655.07
CHAKRABORTY	NIKIAJIANA	TEACHER SECONDARY DOCTORATE	89,073.36	-	91.78	89,165.14
CHISHOLM	CRAIG	TEACHER SECONDARY MASTERS +45	95,870.80	-	14,168.61	110,039.41
CLEMENTS	DONALD	TEACHER SECONDARY MASTERS	82,906.26	-	2,800.00	85,706.26
CONNORS	ANNE	HIGH SCHOOL TUTOR	20,605.81	-	-	20,605.81
COOMBS	AMY	TEACHER SECONDARY MASTERS	17,918.28	-	-	17,918.28
COPPOLINO	MARY ANN	TEACHER SECONDARY MASTERS	25,201.83	-	-	25,201.83
CROHAN	CYNTHIA	TEACHER SECONDARY MASTERS +45	95,870.80	-	1,400.00	97,270.80
CULLEN	LORI	TEACHER SECONDARY MASTERS	42,860.63	-	547.01	43,407.64
CUOCO	ANTHONY	TEACHER SECONDARY MASTERS +75	76,163.83	-	45.89	76,209.72
CURRAN	SHEILA	TEACHER SECONDARY MASTERS +30	93,532.82	-	1,583.56	95,116.38
DAGOSTINO	JOANNA	TEACHER SECONDARY MASTERS +30	28,225.46	-	-	28,225.46
DALEY	KARI ANN	TEACHER SECONDARY MASTERS +75	100,667.11	-	4,908.98	105,576.09
DALY	MARGARET	TEACHER SECONDARY BACHELORS	32,640.00	-	-	32,640.00
DANGEL	BRIDGET	TEACHER SECONDARY MASTERS	37,707.39	-	-	37,707.39
DIANTONIO	NICHOLAS	TEACHER SECONDARY MASTERS +60	71,475.89	-	12,527.16	84,003.05
DONNELL	HUIPING	TEACHER SECONDARY MASTERS +45	77,454.64	-	-	77,454.64
DONOHUE	NEIL	TEACHER SECONDARY BACHELORS	19,632.15	-	541.12	20,173.27
DONOVAN	AMANDA	TEACHER SECONDARY MASTERS +15	15,947.73	-	-	15,947.73
EGAN	AMANDA	TEACHER SECONDARY MASTERS +15	77,340.79	-	3,545.89	80,886.68
ERIKSEN	ERIN	TEACHER SECONDARY MASTERS +30	54,980.04	-	91.78	55,071.82
FINNEY	BRYAN	TEACHER SECONDARY MASTERS +30	69,795.16	-	5,603.62	75,398.78
FLEMING	JONATHAN	TEACHER SECONDARY BACHELORS	50,790.57	-	653.68	51,444.25
FORD	IVOR	TEACHER SECONDARY MASTERS +45	95,870.80	-	6,850.00	102,720.80
GARCIA VALLES	MARIA ROSA	TEACHER SECONDARY MASTERS +30	90,774.74	-	7,054.28	97,829.02
GATES-WALLACE	HEATHER	TEACHER SECONDARY MASTERS	16,728.51	-	-	16,728.51
GECKLE	RICHARD	TEACHER SECONDARY DOCTORATE	103,120.90	-	5,139.00	108,259.90
GLAVIN	LUCAS	TEACHER SECONDARY MASTERS +60	91,316.30	-	2,800.00	94,116.30
GODIN	JENNIFER	TEACHER SECONDARY MASTERS +30	93,532.82	-	6,250.00	99,782.82
GONZALEZ	NEYSHA	TEACHER SECONDARY MASTERS	70,692.99	-	500.18	71,193.17
GUARINO	DYLAN	TEACHER SECONDARY MASTERS +60	73,179.91	-	7,379.13	80,559.04
GUASTELLA	ROBERT	TEACHER SECONDARY MASTERS +30	74,769.74	-	1,658.31	76,428.05
GUIDICE	JOSEPH	TEACHER SECONDARY MASTERS +75	93,598.88	-	7,858.46	101,457.34
GUNDUZ	TARA	TEACHER SECONDARY MASTERS +30	88,784.88	-	91.78	88,876.66
HALE	MARGARET	TEACHER SECONDARY MASTERS +15	61,508.41	-	-	61,508.41
HAVERSTICK	SUSAN	TEACHER SECONDARY MASTERS +45	96,673.89	-	91.78	96,765.67
HAWES	ELIZABETH	TEACHER SECONDARY MASTERS	45,594.80	-	182.34	45,777.14
HINNENKAMP	DANIEL	TEACHER SECONDARY MASTERS +60	98,209.14	-	8,824.84	107,033.98
HOLLINS	ANDREW	TEACHER DEPT/HEAD DOCTORATE	97,887.13	-	11,675.27	109,562.40
HUSSAIN	JILL	TEACHER SECONDARY MASTERS +60	98,209.14	-	3,847.53	102,056.67
JONES	LAURA	TEACHER SECONDARY MASTERS	69,553.98	-	274.12	69,828.10
JOSEPH	DANIEL	TEACHER SECONDARY MASTERS	20,272.41	-	366.09	20,638.50
KARETSKY	ALEXANDER	TEACHER SECONDARY MASTERS +75	100,667.11	-	228.23	100,895.34
KUPHAL	AMY	TEACHER SECONDARY MASTERS	37,707.39	-	-	37,707.39
LIATIS	ASHLEY	TEACHER SECONDARY BACHELORS	50,790.57	-	6,585.97	57,376.54
LOFARO	ANDREW	TEACHER SECONDARY MASTERS +30	84,419.17	-	7,279.27	91,698.44
LOVEJOY CARTER	SARAH	TEACHER SECONDARY MASTERS	45,642.58	-	-	45,642.58
MA	LILY	TEACHER SECONDARY MASTERS +75	86,953.45	-	-	86,953.45
MACZIK	ADAM	TEACHER SECONDARY MASTERS	62,845.51	-	-	62,845.51
MACNUSON	SUZANNA	TEACHER SECONDARY MASTERS +30	90,220.07	-	1,252.00	91,472.07
MARINO	KELLY	TEACHER MIDDLE MASTERS +45	94,353.89	-	91.78	94,445.67
MCCORD	JILLIAN	TEACHER MIDDLE MASTERS	35,903.32	-	3,160.34	39,063.66
MCCOWIGLE	EMILY	TEACHER SECONDARY MASTERS	52,605.42	-	349.79	52,955.21
MILLER	MATTHEW	TEACHER SECONDARY MASTERS +30	93,532.82	-	29,469.21	123,002.03
MOLONEY	BRIAN	TEACHER SECONDARY MASTERS +15	87,050.40	-	12,565.12	99,615.52
MORTARA	MICHAEL	TEACHER SECONDARY MASTERS +45	86,019.69	-	45.89	86,065.58
MUSANTE	MARNIE	TEACHER SECONDARY MASTERS +60	98,209.14	-	2,005.17	100,214.31
NAPIER BERNSTEIN	CAMILLE	TEACHER SECONDARY MASTERS +60	98,209.14	-	-	98,209.14
NELSON	KRISTIN	TEACHER SECONDARY DOCTORATE	24,246.25	-	-	24,246.25

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
O'CONNELL	GENEVIEVE	TEACHER SECONDARY MASTERS	22,458.78	-	-	22,458.78
O'LEARY	JULIE	HIGH SCHOOL TUTOR	36,446.93	77.53	-	36,524.46
O'NEIL	SHERINN	TEACHER SECONDARY MASTERS +60	73,179.91	-	1,749.79	74,929.70
OLIVIERI	LISA	TEACHER SECONDARY MASTERS +30	83,589.83	-	137.67	83,727.50
OUELLET	MARYANNE	TEACHER SECONDARY MASTERS +75	96,617.88	-	12,875.53	109,493.41
PANDOLFO	REBECCA	TEACHER SECONDARY MASTERS +15	63,968.80	-	607.79	64,576.59
PEARSON	HEATHER	TEACHER SECONDARY BACHELORS	61,794.89	-	45.89	61,840.78
PORTOCARRERO-HEISLER	KARIN	TEACHER SECONDARY BACHELORS	23,826.87	-	-	23,826.87
PIYENSON	LENA	HIGH SCHOOL TUTOR	27,471.39	-	-	27,471.39
QUINONES	MELDENISE	TEACHER SECONDARY MASTERS +30	91,195.32	-	5,660.14	96,855.46
RAMOS	JOSE	TEACHER SECONDARY MASTERS	10,535.25	-	-	10,535.25
RICH	MIRANDA	TEACHER SECONDARY MASTERS +45	65,123.33	-	2,937.67	68,061.00
ROBERSON	MARJORIE	SUB TEACHER & NURSE LONG TERM	1,665.00	-	-	1,665.00
ROGERS	ANDREA	TEACHER SECONDARY BACHELORS	75,365.73	-	1,520.00	76,885.73
ROSS	BRIDGET	TEACHER SECONDARY MASTERS +60	80,400.76	-	1,252.00	81,652.76
RUFO	ANTHONY	TEACHER SECONDARY MASTERS	67,973.90	-	3,545.89	71,519.79
RUGGABER	ALESE	TEACHER SECONDARY MASTERS +30	93,532.82	-	1,565.89	95,098.71
RUSSO	MICHAEL	TEACHER SECONDARY MASTERS +15	68,627.59	-	12,975.90	81,603.49
SANDERSON	MARIA MONICA	TEACHER SECONDARY MASTERS +15	60,977.65	-	700.00	61,677.65
SANFORD	WILLIAM	TEACHER SECONDARY MASTERS +60	89,914.48	-	1,445.89	91,360.37
SCHIAVO	JILLIAN	TEACHER SECONDARY MASTERS +60	95,175.32	-	716.91	95,892.23
SHADDOCK	CAITLYN	TEACHER SECONDARY MASTERS +15	69,188.18	-	8,649.78	77,837.96
SHAPIRO	DAVID	TEACHER SECONDARY MASTERS +45	87,394.65	-	1,379.22	88,773.87
SHORT	SUSAN	TEACHER SECONDARY MASTERS +60	98,209.14	-	3,545.89	101,755.03
SINCLAIR	CHAD	TEACHER SECONDARY BACHELORS	27,147.78	-	-	27,147.78
ST JEAN	CHERIE	TEACHER SECONDARY BACHELORS	38,196.89	-	-	38,196.89
STEWART	HUNTER	TEACHER SECONDARY BACHELORS	54,972.90	-	-	54,972.90
SVENSSON	JACOB NICLAS	TEACHER SECONDARY MASTERS +30	74,769.74	-	289.62	75,059.36
TARTAGLIA RICCIOTTI	LYNNE	TEACHER SECONDARY MASTERS +30	93,532.82	-	183.56	93,716.38
TAVARES	KELLY	TEACHER SECONDARY MASTERS +30	93,532.82	-	3,118.28	96,651.10
TIRUMALAI ANANDANPILLAI	JAYASHREE	TEACHER SECONDARY MASTERS +75	95,555.59	-	3,550.00	99,105.59
TOBIN	JACKSON	TEACHER SECONDARY MASTERS +45	67,065.24	-	334.90	67,400.14
TOBIN	EMILY	TEACHER SECONDARY MASTERS	61,541.12	-	2,237.67	63,778.79
TRAMONTOZZI	REBECCA	TEACHER SECONDARY MASTERS +75	86,525.05	-	-	86,525.05
VOLDMAN	JUSTIN	TEACHER SECONDARY MASTERS +75	96,617.88	-	13,514.30	110,132.18
WALL	BRIAN	TEACHER SECONDARY MASTERS +30	85,262.97	-	716.68	85,979.65
WEBBER	KRISTEN	TEACHER SECONDARY MASTERS +15	56,867.74	-	5,906.28	62,774.02
WEBER	LINDA	TEACHER DEPT/HEAD MASTERS +30	93,532.82	-	10,056.46	103,589.28
WILLIAMS	JEFFREY	TEACHER SECONDARY MASTERS	28,080.72	-	45.89	28,126.61
WILSON	DAVID	TEACHER SECONDARY MASTERS +30	74,769.74	-	274.78	75,044.52
WONG	ANGELA	TEACHER SECONDARY MASTERS +15	71,372.00	-	6,880.48	78,252.48
WRIGHT	LEIGH	TEACHER SECONDARY MASTERS	78,967.66	-	-	78,967.66
YAKOVAC	ERIN	TEACHER SECONDARY MASTERS +15	89,281.82	-	1,526.12	90,807.94
ZAMARRA	VICTORIA	TEACHER SECONDARY BACHELORS	48,837.26	-	9,127.19	57,964.45
ZAMBARANO	MICHAEL	TEACHER SECONDARY MASTERS +45	42,101.86	-	8,073.60	50,175.46
ZEDEDO	KATHERINE	TEACHER SECONDARY MASTERS	67,973.90	-	5,165.23	73,139.13
ZHAO	LEI	TEACHER SECONDARY MASTERS +30	16,180.94	-	-	16,180.94
ZINCK	VICTORIA	TEACHER SECONDARY MASTERS	70,692.99	-	-	70,692.99
			<b>8,672,116.45</b>	<b>77.53</b>	<b>402,183.03</b>	<b>9,074,377.01</b>
<b><u>CURRICULUM SPECIALIST</u></b>						
BROTHERS	ELIZABETH	ELEMENTARY TEACHER MASTER +30	93,532.82	-	5,047.01	98,579.83
CHRISTENSEN	JEANNETTE	ELEMENTARY SPECIALISTS MASTERS	12,733.13	-	120.00	12,853.13
CURTIS	BREE	ELEMENTARY SPECIALISTS MAS+75	93,598.88	-	5,528.32	99,127.20
DEFELICE	SARAH	ELEMENTARY SPECIALIST M+60	74,580.20	-	547.01	75,127.21
DEMAYO	GARY	ELEMENTARY SPECIALISTS MAS+45	95,870.80	-	-	95,870.80
DOMBEK	JULIA	ELEMENTARY SPECIALISTS MAS+15	28,942.47	-	-	28,942.47
DOMBROSKAS	ROBERT	ELEMENTARY SPECIALISTS BACHELOR	70,465.06	-	1,120.00	71,585.06
FERRANTI	DOROTHY	ELEMENTARY SPECIALISTS MAS+15	89,281.82	-	547.01	89,828.83
GOLESTANI	SEPIDEH	ELEMENTARY SPECIALISTS MAS+15	56,185.14	-	2,382.34	58,567.48
JODICE	MARK	ELEMENTARY SPECIALISTS BACHELOR	77,298.46	-	4,500.00	81,798.46
KENNEDY	SUSAN	ELEMENTARY SPECIALIST M+60	98,209.14	-	547.01	98,756.15
KUBICEK	JAYNE	ELEMENTARY SPECIALISTS BACHELOR	7,260.21	-	-	7,260.21
MACDONALD	JASON	ELEMENTARY SPECIALISTS MASTERS	85,031.94	-	-	85,031.94
MCKEAN	HOLLY	ELEMENTARY SPECIALISTS BACHELOR	61,838.77	-	957.99	62,796.76
NA	ELISSA	TEACHER MIDDLE MASTERS	9,229.68	-	-	9,229.68
PARVEN	MICHELLE	ELEMENTARY SPECIALISTS BACHELOR	65,335.57	-	182.34	65,517.91
PASCARELLI	JENNEY	ELEMENTARY SPECIALISTS MASTERS	83,294.96	-	5,059.49	88,354.45
PESTANA	LAURA	ELEMENTARY SPECIALISTS BACHELOR	77,298.46	-	-	77,298.46
RICE	THOMAS	ELEMENTARY SPECIALISTS MAS+15	86,524.59	-	7,198.96	93,723.55
ROPER	TIMOTHY	ELEMENTARY SPECIALISTS MASTERS	79,062.36	-	-	79,062.36
THOMPSON	CAITLYN	ELEMENTARY SPECIALISTS MAS+30	55,612.61	-	1,598.34	57,210.95
WEAVER	JANE	ELEMENTARY SPECIALISTS MAS+75	100,667.11	-	686.07	101,353.18
ZIDES	KRISTIN	ELEMENTARY SPECIALISTS MAS+15	84,750.10	-	547.01	85,297.11
			<b>1,586,604.28</b>	<b>-</b>	<b>36,568.90</b>	<b>1,623,173.18</b>
<b><u>PUPIL SERVICES</u></b>						
ALLER	KAITLIN	SPECIAL NEEDS TEACHER MASTERS	53,720.13	-	34.42	53,754.55
ANDERSON	STACEY	SPECIAL NEEDS TEACHER MASTR+15	83,015.17	-	-	83,015.17
BANGERT	CANDICE	OCCUP THERAPIST MASTERS	85,031.94	-	-	85,031.94
BARRY	ALLISON	SPECIAL NEEDS TEACHER MASTR+45	83,394.15	-	-	83,394.15
BELL	CAROLYN	SPECIAL NEEDS TEACHER MASTR+30	85,262.97	-	-	85,262.97
BENHAM	ERIN	SPECIAL NEEDS TEACHER MASTR+45	89,142.19	-	-	89,142.19
BRAMAN PARIKH	JENNIFER	SPED COORDINATOR	93,474.31	-	10,236.49	103,710.80
BRANDE	LAURA	EVALUATION TEAM LEADER MSTR+30	57,201.09	-	6,688.46	63,889.55
BRIEN	ERIN	SPECIAL NEEDS TEACHER MASTERS	53,720.13	-	-	53,720.13
BRITTON	MARYANN	SPECIAL NEEDS TEACHER MASTR+75	100,667.11	-	-	100,667.11
BRODSKY	RACHAEL	TEACHER ELL MASTERS +30	46,766.41	-	-	46,766.41
BROWN	KATHERYN	SPECIAL NEEDS TEACHER MASTR+75	92,127.01	-	1,276.31	93,403.32
BROWN	MEGAN	SPECIAL NEEDS TEACHER MASTERS	60,428.41	-	490.26	60,918.67
BURDETT	JILL	SPECIAL NEEDS TEACHER MASTR+30	61,083.99	-	749.07	61,833.06
BURNES	ANIMMARIE	SPEECH PATHOLOGIST MASTERS +15	26,526.78	-	7,762.72	34,289.50
BUTTERFIELD	SARAH	SPEECH PATHOLOGIST MASTERS +15	71,956.06	-	1,132.35	73,088.41
CALDERON	CELINA	TEACHER MIDDLE MASTERS	79,840.71	-	549.49	79,390.20
CARR	HEATHER	SPECIAL NEEDS TEACHER MASTR+15	81,388.20	-	1,201.20	82,589.40
CASEY	LAUREN	SCHOOL PSYCHOLOGIST DOCTORATE	32,732.28	-	-	32,732.28
CAULFIELD	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	70,692.99	-	7,083.00	77,775.99
CHAKIRIS	JULIA	SCHOOL PSYCHOLOGIST MASTERS+30	66,756.89	-	625.95	67,382.84
CHANG	ALYSSA	SPECIAL NEEDS TEACHER MASTR+30	81,140.48	-	2,000.00	83,140.48
CIMINELLI	CAITLIN	SPECIAL NEEDS TEACHER MASTERS	54,069.78	-	1,345.50	55,415.28
CLARK	MARIMARTHA	TEACHER MIDDLE MASTERS +60	98,209.14	-	4,280.46	102,489.60
COBE	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	74,769.74	-	-	74,769.74
COCHI	LYANNE	SPECIAL NEEDS TEACHER MASTR+30	23,754.42	-	167.03	23,921.45
COHEN	ALICIA	SPECIAL NEEDS TEACHER MASTR+75	80,533.79	-	-	80,533.79
COLEMAN	NICHOLAS	SPECIAL NEEDS TEACHER MASTR+30	65,091.37	-	-	65,091.37
COLLINS	JULIE	SPECIAL NEEDS TEACHER MASTR+60	83,533.36	-	-	83,533.36
COMISKEY	REBECCA	SPED COORDINATOR	32,849.28	-	5,328.98	38,178.26
CRAIG	ASHLEY	SPECIAL NEEDS TEACHER MASTR+30	83,589.83	-	1,910.96	85,500.79
CROSS	HANNAH	SPED COORDINATOR	85,031.94	-	10,995.86	96,027.80
CURLLEY	AMANDA	SPECIAL NEEDS TEACHER MASTR+15	81,388.20	-	-	81,388.20
D'ANGELO	MARK	SPECIAL NEEDS TEACHER MASTR+60	93,225.29	-	6,139.00	99,364.29
D'HEMECOURT	ELIZABETH	SCHOOL PSYCHOLOGIST MAS+75	77,376.78	-	4,904.76	82,281.54
DAVIS	JACQUELINE	SOCIAL WORKER MASTERS +15	89,281.82	-	-	89,281.82
DELUDE	KIMBERLY	SPEECH THERAPIST MASTERS +30	66,471.51	-	-	66,471.51
DOHERTY	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	88,784.88	-	8,752.74	97,537.62
DOOLEY	TONILEE	SPECIAL NEEDS TEACHER MASTR+75	93,598.88	-	-	93,598.88
DWOMOH	KATHLEEN	SPECIAL NEEDS TEACHER MASTERS	22,020.43	-	-	22,020.43
EARNER	SUSAN	SPECIAL NEEDS TEACHER MASTERS	62,845.51	-	-	62,845.51



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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
FELDMAN	LEAH	SPEECH THERAPIST MASTERS +30	48,686.78	-	1,295.91	49,982.69
FERRARA	JUSTINE	SPECIAL NEEDS TEACHER MASTERS	70,692.99	-	1,981.98	72,674.97
FITZPATRICK	NICOLLE	SOCIAL WORKER MASTERS	11,075.58	-	-	11,075.58
FLEMING	CHRISTINE	SPECIAL NEEDS TEACHER MASTR+60	71,475.89	-	2,109.05	73,584.94
FOUTZ	LAUREN	SPECIAL NEEDS TEACHER MASTR+30	61,535.16	-	-	61,535.16
FRANCIOSE	JAMES	SPECIAL NEEDS TEACHER MASTERS	85,031.94	-	121.56	85,153.50
FREEMAN	AJISON	PHYSICAL THERAPIST DOCTORATE	40,990.91	-	-	40,990.91
GALLIVAN	AJICE	SPECIAL NEEDS TEACHER MASTERS	62,845.51	-	212.73	63,058.24
GALVINI	ELISABETH	SPECIAL NEEDS TEACHER MASTR+30	24,704.63	-	-	24,704.63
GARCIA	KATHRYN	SPECIAL NEEDS TEACHER MASTR+30	97,123.44	-	13,498.60	110,622.04
CELLER	ANDREA	SOCIAL WORKER MASTERS +30	93,532.82	-	2,260.00	95,792.82
GOLDSMITH	JULIANNE	SPECIAL NEEDS TEACHER MASTR+45	79,705.96	-	2,153.84	81,859.80
GREELEY	MARK	SPECIAL NEEDS TEACHER MASTERS	58,103.90	-	513.92	58,617.82
GUITTARR	JACQUELINE	SPECIAL NEEDS TEACHER MASTERS	14,378.92	-	-	14,378.92
HANNIGAN	SARAH	SPEECH PATHOLOGIST MASTERS +45	74,009.14	-	-	74,009.14
HANSON	KELLY	TEACHER ELL MASTERS	27,529.92	-	-	27,529.92
HARRIS	ERIN	SPECIAL NEEDS TEACHER MASTERS	62,845.51	-	3,129.14	65,974.65
HAWKINS	MARY	SPECIAL NEEDS TEACHER MASTR+30	69,795.16	-	2,873.59	72,668.75
HENDERSON	SYLVIA	SPECIAL NEEDS TEACHER MASTR+30	75,489.53	-	1,647.36	77,136.89
HENLEY	THOMAS	SPECIAL NEEDS TEACHER MASTERS	53,720.13	-	6,383.73	60,103.86
HOLDASH	PEGGY	EVALUATION TEAM LEADER MSTR+60	96,692.23	-	5,219.26	101,911.49
HOLDREN	JULIA	SCHOOL PSYCHOLOGIST MAS+75	75,918.47	-	-	75,918.47
KANAVAS DEROCHE	DEANNA	SCHOOL PSYCHOLOGIST MAS+60	96,692.23	-	10,692.31	107,384.54
KAPETANAKOS	BROOKE	SPEECH THERAPIST MASTERS +30	93,532.82	-	-	93,532.82
KEEFE	BRENNAN	SPECIAL NEEDS TEACHER MASTERS	19,197.72	-	121.56	19,319.28
KIEBISH	CHRISTINA	SPECIAL NEEDS TEACHER MASTR+30	41,664.98	-	-	41,664.98
KOCH	KRISTEN	SCHOOL PSYCHOLOGIST MAS +45	85,681.11	-	-	85,681.11
KOHA	KELSEY	TEACHER ELL MASTERS	6,042.86	-	-	6,042.86
KRIKORIAN	RENEE	OCCUP THERAPIST MASTERS	51,019.32	-	-	51,019.32
LARKIN	JOHN	SPECIAL NEEDS TEACHER MASTERS	58,103.90	-	9,580.91	67,684.81
LEBLANC	MICHELLE	SPECIAL NEEDS TEACHER MASTR+30	59,661.63	-	1,625.24	61,286.87
LENGAUER	THERESA	SPECIAL NEEDS TEACHER MASTERS	67,973.90	-	189.31	68,163.21
LEVIN	ERICA	SCHOOL PSYCHOLOGIST MASTERS+30	10,687.95	-	-	10,687.95
LEVIN ORKIN	JAMIE	TEACHER ELL MASTERS	40,357.01	-	-	40,357.01
UCHODOUK	JESSICA	SPECIAL NEEDS TEACHER MASTERS	85,031.94	-	1,665.04	86,696.98
LUPTAK	KAREN	SPECIAL NEEDS TEACHER MASTR+75	99,072.50	-	360.78	99,433.28
LOCHIATTO	TRICIA	SPECIAL NEEDS TEACHER MASTR+30	25,692.57	-	151.95	25,844.52
LUTHER	CARA	SPECIAL NEEDS TEACHER MASTR+30	74,769.74	-	607.79	75,377.53
LYONS	DANIELLE	SPECIAL NEEDS TEACHER MASTERS	62,845.51	-	2,048.29	64,893.80
MACISAAC	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	93,532.82	-	-	93,532.82
MAGILL	AMY	SPECIAL NEEDS TEACHER MASTR+45	31,661.29	-	-	31,661.29
MAKI	BENJAMIN	SPECIAL NEEDS TEACHER MASTR+30	71,895.34	-	13,504.50	85,399.84
MANFRA	JAMIE	SCHOOL PSYCHOLOGIST MASTERS+30	80,792.70	-	2,018.81	82,811.51
MARQUIS	CATHERINE	SPECIAL NEEDS TEACHER MASTR+30	93,532.82	-	-	93,532.82
MARSCHER	SHELBY	SCHOOL PSYCHOLOGIST DOCTORATE	82,434.62	-	1,457.89	83,892.51
MCANULTY	BRIDGET	SPECIAL NEEDS TEACHER MASTERS	18,459.36	-	-	18,459.36
MCAVINN	ANN MARIE	SPECIAL NEEDS TEACHER MASTR+60	94,295.74	-	2,000.00	96,295.74
MCCARTHY	JANE	SPECIAL NEEDS TEACHER MASTR+15	86,524.58	-	-	86,524.58
MCGHEE	REBECCA	SPECIAL NEEDS TEACHER MASTERS	16,349.94	-	-	16,349.94
MIKAELEIAN	NEVART	SPED COORDINATOR M+30	93,532.82	-	9,347.88	102,880.70
MILLER	MARK	SPECIAL NEEDS TEACHER MASTERS	85,031.94	-	121.56	85,153.50
MITCHELL	MICHELLE	SPECIAL NEEDS TEACHER MASTR+30	64,529.60	-	1,879.40	66,409.00
MOLINARI BATES	BARBARA	SPED COORDINATOR	95,870.80	-	12,154.17	108,024.97
MOORE	LATANYA	SCHOOL PSYCHOLOGIST MAS+75	95,555.59	-	543.49	96,099.08
MORRILL	ALEXANDRA	SPECIAL NEEDS TEACHER MASTERS	67,973.90	-	243.12	68,217.02
MORRISON	KRISTINA	SCHOOL PSYCHOLOGIST MASTERS+30	91,195.32	-	-	91,195.32
MORRISSEY	MAUREEN	SPECIAL NEEDS TEACHER MASTR+45	95,870.80	-	-	95,870.80
MORTARELLI	MARK	NORTH STAR PROGRAM COORDINATOR	83,469.02	-	21,171.17	104,640.19
MULCAHY	MICHELLE	SPECIAL NEEDS TEACHER MASTR+15	86,524.58	-	1,029.60	87,554.18
MURPHY	MEGHAN	SPECIAL NEEDS TEACHER MASTR+30	50,504.89	-	2,608.18	53,113.07
MURRAY	CHRISTINA	SPECIAL NEEDS TEACHER MASTERS	21,595.14	-	-	21,595.14
MUSSE	JAIME	TEACHER ELL MASTERS	60,428.41	-	303.90	60,732.31
NAGLE	ELLYN	TEACHER ELL BACHELORS	31,384.55	-	-	31,384.55
NEGOSHIAN	MICHELE	SPEECH THERAPIST MASTERS +30	47,648.25	-	-	47,648.25
NEMETH	AMANDA	SPEECH THERAPIST MASTERS +30	93,532.82	-	1,772.94	95,305.76
NEUGARTEN	MARTI	SPECIAL NEEDS TEACHER MASTR+30	72,585.92	-	2,189.13	74,775.05
O BRIEN	KATELYN	SPECIAL NEEDS TEACHER MASTERS	55,868.74	-	-	55,868.74
O BRIEN	ANDREA	PHYSICAL THERAPIST MASTERS+60	67,684.52	-	-	67,684.52
O NEILL	KATHRYN	SPECIAL NEEDS TEACHER MASTR+15	65,988.57	-	1,013.25	67,001.82
PARIKH	SHEETAL	SPECIAL NEEDS TEACHER MASTR+30	56,079.77	-	-	56,079.77
PARKER	JENNIFER	SPEECH THERAPIST MASTERS +30	93,532.82	-	1,504.62	95,037.44
PECK	STEVEN	SPECIAL NEEDS TEACHER MASTR+15	89,281.82	-	322.42	89,604.24
PILTCH	SARAH	SPECIAL NEEDS TEACHER MASTERS	19,197.72	-	172.10	19,369.82
PORTER	ALLON	SPECIAL NEEDS TEACHER MASTR+15	65,988.57	-	60.78	66,049.35
POST	MICHELLE	SPEECH THERAPIST MASTERS +60	88,151.64	-	-	88,151.64
PREBENSEN	MEGAN	SPECIAL NEEDS TEACHER MASTERS	58,103.90	-	-	58,103.90
PRICE	CLAUDIA	SPECIAL NEEDS TEACHER MASTR+75	99,072.51	-	-	99,072.51
REARDON	MARIA	TEACHER DEPT/HEAD DOCTORATE	103,120.90	-	11,358.83	114,479.73
RICHARD	KAREN	SPECIAL NEEDS TEACHER MASTR+30	80,264.98	-	75.97	80,340.95
RIGDON	JENNIFER	SPECIAL NEEDS TEACHER MASTR+60	99,012.23	-	547.62	99,559.85
RILEY	EMMA	SPEECH PATHOLOGIST MASTERS +15	49,156.51	-	-	49,156.51
ROSENBERG	MARILYN	SCHOOL PSYCHOLOGIST DOCTORATE	91,826.99	-	1,251.90	93,078.89
ROSENHAND	ZIVA	OCCUP THERAPIST BACHELOR'S	77,298.46	-	181.08	77,479.54
RUSSELL	CAROLINE	SPECIAL NEEDS TEACHER BACHELOR	50,790.57	-	3,741.00	54,531.57
SABINO	JESSICA	TEACHER ELL BACHELORS	54,640.16	-	-	54,640.16
SALVIA	AMY	PHYSICAL THERAPIST MASTERS	34,012.88	-	-	34,012.88
SCHNEIDER	KATHERINE	SPEECH THERAPIST MASTERS +30	23,754.42	-	-	23,754.42
SEIBEL	KERRI	SPECIAL NEEDS TEACHER MASTERS	73,053.79	-	-	73,053.79
SELTZER	DIANE	SPECIAL NEEDS TEACHER MASTERS	40,386.73	-	-	40,386.73
STEVENS	JULIA	SPECIAL NEEDS TEACHER BACHELOR	16,781.58	-	-	16,781.58
SULSER	VICTORIA	SPECIAL NEEDS TEACHER MASTR+45	71,186.00	-	-	71,186.00
TAGLIAPIETRA	PAUL	SPED COORDINATOR	81,220.92	-	3,824.64	85,045.56
TAYLOR	ABIGAIL	SPECIAL NEEDS TEACHER MASTERS	60,103.86	-	332.73	60,436.59
THOMAS	JANE	EVALUATION TEAM LEADER MSTR+60	74,333.88	-	10,135.64	84,469.52
WAGER	WILLIAM	SPECIAL NEEDS TEACHER MASTR+45	75,005.81	-	472.00	75,477.81
WALLS	BRYANT	SOCIAL WORKER MASTERS +30	93,532.82	-	-	93,532.82
WESTFIELD	BRANDON	PHYSICAL THERAPIST MASTERS	85,031.94	-	1,981.98	87,013.92
WHITTAKER	DIANE	SCHOOL PSYCHOLOGIST MASTERS+30	85,262.97	-	5,585.91	90,848.88
WILLIAMS	LAUREN	SPECIAL NEEDS TEACHER MASTR+45	91,005.00	-	-	91,005.00
WRIGHT	JESSICA	SPEECH PATHOLOGIST MASTERS +15	13,755.60	-	-	13,755.60
YURRITA	JENNIFER	TEACHER MIDDLE MASTERS +15	80,949.59	-	459.87	81,409.46
ZAPPI	KAYLA	SPECIAL NEEDS TEACHER MASTR+30	66,471.51	-	946.71	67,418.22
ZIEGLER	ANNETTE	SOCIAL WORKER MASTERS +60	98,209.14	-	2,821.98	101,031.12
			<b>9,681,240.94</b>	<b>-</b>	<b>273,225.63</b>	<b>9,954,466.57</b>

**GUIDANCE**

ADAMS PORTER	CHAMONIX	GUIDANCE COUNSELOR MASTERS +15	20,157.57	-	-	20,157.57
ANCONA	AMY	GUIDANCE COUNSELOR MASTERS	43,682.18	-	-	43,682.18
CAIRNEY	AIMEE	GUIDANCE COUNSELOR MASTERS	67,158.40	-	4,418.16	71,586.56
CONESA	ISABEL	GUIDANCE COUNSELOR MASTERS +30	60,429.97	-	12,109.91	72,539.88
DALTON THOMAS	KAREN	GUIDANCE COUNSELOR MASTERS	87,368.38	-	9,792.87	97,161.25
DANTONIO	JENNIFER	GUIDANCE COUNSELOR MASTERS +30	85,075.86	-	1,323.90	86,399.76
FINOCCHI	ELIZABETH	GUIDANCE COUNSELOR MASTERS+45	93,518.18	-	255.53	93,773.71
GARDNER	JANE	GUIDANCE COUNSELOR MASTERS +15	79,253.32	-	1,077.15	80,330.47
GARRY	RANDALL	GUIDANCE COUNSELOR MASTERS +30	96,102.84	-	4,759.28	100,862.12
GILROY	ALISON	GUIDANCE COUNSELOR MASTERS	44,327.44	-	191.74	44,519.18
GRAY	ADAM	GUIDANCE COUNSELOR MASTERS +15	81,992.96	-	7,552.00	89,544.96
GREENHOLT	SHARON	GUIDANCE COUNSELOR MASTERS +30	80,625.21	-	318.66	80,943.87

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Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
HANNA	BRITTANY	GUIDANCE COUNSELOR MASTERS	15,651.79	-	-	15,651.79
HARRISON	JOHN	GUIDANCE COUNSELOR MASTERS	31,358.57	-	265.70	31,624.27
HELLER	RAYMOND	GUIDANCE COUNSELOR MASTERS +15	70,526.24	-	3,076.93	73,603.17
KERN	KENIDI	GUIDANCE COUNSELOR MASTERS +30	21,117.42	-	-	21,117.42
KIRITSY	TARA	SCHOOL PSYCHOLOGIST MAS+75	100,667.11	-	1,845.10	102,512.21
KRUSKAL	MEIRA	GUIDANCE COUNSELOR MASTERS	59,711.39	-	375.06	60,086.45
LOFTUS	LAURA	GUIDANCE COUNSELOR MASTERS +30	56,119.64	-	1,641.43	57,761.07
LOWELL	KIMBERLY	GUIDANCE COUNSELOR MASTERS +15	40,362.89	-	-	40,362.89
MACDONALD	MEUSA	GUIDANCE COUNSELOR MASTERS +15	83,634.40	-	1,050.00	84,684.40
MORIN	KELLY	GUIDANCE COUNSELOR MASTERS +30	87,616.11	-	1,050.00	88,666.11
NATARELLI	TAYLOR	GUIDANCE COUNSELOR MASTERS	33,337.86	-	887.50	34,225.36
PAPASSO	NICOLE	GUIDANCE COUNSELOR MASTERS +30	57,017.14	-	2,187.96	59,205.10
RODRIGUEZ	CHRISTIAN	GUIDANCE COUNSELOR MASTERS +30	76,838.32	-	10,215.58	87,053.90
SIMONI	COURTNEY	GUIDANCE COUNSELOR MASTERS +15	55,771.65	-	1,031.13	56,802.78
			<b>1,629,432.84</b>	<b>-</b>	<b>65,425.59</b>	<b>1,694,858.43</b>
<b>SCHOOL LIBRARIES</b>						
BLOOM	AMY	TEACHER MIDDLE MASTERS	49,982.05	-	6,235.67	56,217.72
MCDONALD	TARA	MEDIA SPECIALISTS MASTERS +30	93,532.82	-	5,810.83	99,343.65
ROTKIEWICZ	KATHERINE	TEACHER MIDDLE MASTERS	85,031.94	-	2,282.34	87,314.28
STEERE	LUCAS	TEACHER MIDDLE MASTERS	21,595.14	-	632.02	22,227.16
			<b>250,141.95</b>	<b>-</b>	<b>14,960.86</b>	<b>265,102.81</b>
<b>TITLE I</b>						
BICKNELL	KAREN	TITLE 1 TEACHER	23,339.24	-	-	23,339.24
DALY	EMILY	TITLE 1 TEACHER	22,768.25	-	-	22,768.25
DANNIN	JENNIFER	TITLE 1 TEACHER	34,428.60	-	-	34,428.60
EVERS	LAURA	TITLE 1 TEACHER	11,392.03	-	-	11,392.03
FERRARI	MEGAN	TITLE 1 TEACHER	15,599.85	-	-	15,599.85
KISER	DANIEL	TITLE 1 TEACHER	6,290.28	-	-	6,290.28
LIPOMA	JENNIFER	TITLE 1 TEACHER	30,967.85	-	-	30,967.85
LONGVAL	CATHERINE	TITLE 1 TEACHER	8,278.94	-	-	8,278.94
MARTINO	ERIN	TITLE 1 TEACHER	8,422.82	-	-	8,422.82
MCCARTHY	KAREN	TITLE 1 TEACHER	15,210.38	-	5,000.00	20,210.38
NICOLAZZO	ANTONIO	TITLE 1 TEACHER	3,983.34	-	-	3,983.34
NOHOS	CHRISTINA	TITLE 1 TEACHER	7,970.47	-	-	7,970.47
O'LEARY	ELIZABETH	TITLE 1 TEACHER	15,784.54	-	-	15,784.54
YEE	THERESA	TITLE 1 TEACHER	30,497.33	-	-	30,497.33
			<b>234,933.92</b>	<b>-</b>	<b>5,000.00</b>	<b>239,933.92</b>
<b>SUBSTITUTE - LONG TERM</b>						
ADAMS	JAMELE	PERMANENT SUB TEACHER HOURLY	4,813.20	-	-	4,813.20
BARRY MOILANEN	DONNA	PERMANENT SUB TEACHER HOURLY	5,925.00	-	-	5,925.00
BOWMAN	YIRAN	SUB STDT S/FACILITATOR LNG/TM	3,444.00	-	-	3,444.00
BREEN	KATHLEEN	SUB TEACHER & NURSE LONG TERM	16,694.00	-	150.00	16,844.00
BUCKLEY	MADELINE	SUB STDT S/FACILITATOR LNG/TM	7,011.00	-	-	7,011.00
CHASE	DEBORAH	SUB TEACHER & NURSE LONG TERM	1,110.00	-	-	1,110.00
COHEN	PAULA	SUB TEACHER & NURSE LONG TERM	17,152.29	-	-	17,152.29
COLELLA	THERESA	SUB TEACHER & NURSE LONG TERM	12,596.00	-	-	12,596.00
COOPER	LINDA	PERMANENT SUBSTITUTE TEACHER	22,116.00	-	-	22,116.00
CORBE	CAROLYN	SUB TEACHER & NURSE LONG TERM	7,050.00	-	-	7,050.00
CORCORAN	ERIN	SUB TEACHER & NURSE LONG TERM	26,957.00	-	-	26,957.00
DECHRISTOFORO	JOHN	PERMANENT SUB TEACHER HOURLY	39,822.33	55.42	2,000.00	41,877.75
DUBIN	STEVEN	SUB TEACHER & NURSE LONG TERM	13,724.00	-	-	13,724.00
FRISWELL	SHEILA	SUB TEACHER & NURSE LONG TERM	5,550.00	-	-	5,550.00
GIRARD	ABIGAIL	SUB TEACHER & NURSE LONG TERM	8,602.50	-	-	8,602.50
HENKEN	JULIA	PERMANENT SUBSTITUTE TEACHER	12,911.49	-	-	12,911.49
HOLMES	DIANE	SUB TEACHER & NURSE LONG TERM	13,501.73	-	-	13,501.73
HRONES	PAMELA	SUB TEACHER & NURSE LONG TERM	4,888.00	-	-	4,888.00
KEARNEY	MARIANNE	SUB TEACHER & NURSE LONG TERM	3,496.80	-	-	3,496.80
KUPIEC DAR	YAEI	SUB TEACHER & NURSE LONG TERM	11,655.00	-	-	11,655.00
LAWTON	MARK	SUB TEACHER & NURSE LONG TERM	2,068.00	-	-	2,068.00
LIBBIN	MARIE	SUB STDT S/FACILITATOR LNG/TM	10,875.50	-	-	10,875.50
LUSTBERG	RYAN	SUB STDT S/FACILITATOR LNG/TM	20,872.74	-	-	20,872.74
MCANDREWS	EDY	SUB STDT S/FACILITATOR LNG/TM	615.00	-	-	615.00
MCCORMICK	KATLYN	SUB TEACHER & NURSE LONG TERM	25,501.42	-	-	25,501.42
MUNDY	PETER	PERMANENT SUBSTITUTE TEACHER	31,648.39	-	11,088.83	42,737.22
SEELY	ERICA	SUB STDT S/FACILITATOR LNG/TM	9,488.49	-	-	9,488.49
SEMONS	MIA	PERMANENT SUBSTITUTE TEACHER	19,713.12	2,818.47	-	22,531.59
SWEENEY	MICHAEL	SUB TEACHER & NURSE LONG TERM	11,840.00	-	-	11,840.00
THYNE	SAMANTHA	SUB TEACHER & NURSE LONG TERM	10,360.00	-	1,473.17	11,833.17
TRISCHITTA	KATHERINE	PERMANENT SUBSTITUTE TEACHER	12,300.00	-	-	12,300.00
			<b>394,303.00</b>	<b>2,873.89</b>	<b>14,712.00</b>	<b>411,888.89</b>
<b>SUBSTITUTES</b>						
ALEXANDER	NOVAL	SUBSTITUTE TEACHER & PARA 1-15	2,314.00	-	-	2,314.00
ALLEN	BRENDA	SUBSTITUTE TEACHER & PARA 1-15	1,550.00	-	-	1,550.00
BABSON	ELENA	PARA - NO DEGREE	572.00	-	-	572.00
BAILEY	MEGAN	COACHING STAFF	-	-	11,030.10	11,030.10
BAKALARS	KATHRYN	PARA - NO DEGREE	1,514.50	-	-	1,514.50
BALBEN	CATHERINE	SUB TEACHER & PARA + 15 DAYS	9,046.50	-	-	9,046.50
BARBO	ANN	SUB TEACHER & PARA + 15 DAYS	8,114.41	-	-	8,114.41
BARIL	SAMANTHA	COACHING STAFF	-	-	3,293.44	3,293.44
BERKLAND	SARAH	SUBSTITUTE TEACHER & PARA 1-15	520.00	-	-	520.00
BIAGI	JANE	SUB TEACHER & PARA + 15 DAYS	9,020.50	-	-	9,020.50
BROWNING	HADLEY	PARA - NO DEGREE	1,691.50	-	-	1,691.50
CACIA	CHRISTINA	COACHING STAFF	-	-	10,755.14	10,755.14
CAO	SIHAO	SUBSTITUTE TEACHER & PARA 1-15	936.00	-	-	936.00
CARADONNA	MARIE	SUB TEACHER & PARA + 15 DAYS	1,408.00	-	1,127.21	2,535.21
CARLSON	CHERYL	COACHING STAFF	-	-	5,146.00	5,146.00
CHAMMAS	SYLVIE	SUBSTITUTE TEACHER & PARA 1-15	2,504.50	-	-	2,504.50
CHEN	YI-JU	SUBSTITUTE TEACHER & PARA 1-15	159.00	-	-	159.00
CLARK	MARY ELLEN	COACHING STAFF	-	-	3,767.68	3,767.68
COLLINS	JESSICA	COACHING STAFF	-	-	2,052.04	2,052.04
CURINS	ALEXANDRA	COACHING STAFF	-	-	2,992.68	2,992.68
DAGLE	SHERRY	SUB TEACHER & PARA + 15 DAYS	468.00	-	-	468.00
DASILVA	DEBRA	PARA - NO DEGREE	1,404.00	-	-	1,404.00
DENNIS	GINA	PARA - NO DEGREE	8,931.69	-	-	8,931.69
DELPRETE	DEBRA	SUBSTITUTE TEACHER & PARA 1-15	5,759.13	-	-	5,759.13
DENNIS	JUDITH	SUBSTITUTE NURSE	21,450.00	-	-	21,450.00
DEPASQUALE	BARBARA	SUBSTITUTE TEACHER & PARA 1-15	1,683.50	-	-	1,683.50
DINNING	MICHAEL	COACHING STAFF	-	-	5,146.00	5,146.00
DIOTALLEVI	SIMONETTA	SUBSTITUTE TEACHER & PARA 1-15	954.00	-	-	954.00
DOHERTY	SUSAN	SUBSTITUTE TEACHER & PARA 1-15	6,262.79	-	-	6,262.79
DONER	SAM	COACHING STAFF	-	-	6,931.00	6,931.00
DONNELLY	SARAH	SPECIALTY ADVISOR	-	-	7,000.00	7,000.00
FAIR	KEVIN	COACHING STAFF	-	-	2,857.00	2,857.00
FRUTKOFF	CAROL	SUB TEACHER & PARA + 15 DAYS	6,393.00	-	-	6,393.00
GALLAGHER	PATRICK	SUBSTITUTE TEACHER & PARA 1-15	2,085.50	-	-	2,085.50
GANONG	JOANN	SUB TEACHER & PARA + 15 DAYS	77,519.52	-	-	77,519.52
GAVELIS	ANTHONY	SUB TEACHER & PARA + 15 DAYS	10,319.50	-	-	10,319.50
GETZ	ELLEN	SUBSTITUTE TEACHER & PARA 1-15	318.00	-	-	318.00
GIFFORD	ALEXANDRIA	COACHING STAFF	-	-	5,985.00	5,985.00
GOLD	ESTA	SUB TEACHER & PARA + 15 DAYS	7,299.00	-	-	7,299.00
GOLDBERG	DANIELLE	PARA - NO DEGREE	577.00	-	-	577.00
GOLDBERG	EMILY	PARA - NO DEGREE	208.00	-	-	208.00
GOLDEN	JENNIFER	PARA - NO DEGREE	839.00	-	-	839.00
GORMAN	ELIZABETH	SUBSTITUTE TEACHER & PARA 1-15	2,869.29	-	-	2,869.29

**Town of Natick**  
**Calendar Year 2019**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
GOULART	WILLIAM	SUBSTITUTE TEACHER & PARA 1-15	8,922.00	-	-	8,922.00
GRANGER	DIANE	SUBSTITUTE TEACHER & PARA 1-15	104.00	-	-	104.00
GRIESMER	LEE	PARA - NO DEGREE	1,040.00	-	-	1,040.00
GUARINO	TANNER	COACHING STAFF	-	-	8,039.96	8,039.96
HANNON	JOAN	SUBSTITUTE TEACHER & PARA 1-15	13,133.33	-	-	13,133.33
HANSBERRY	JOSEPH	SUBSTITUTE TEACHER & PARA 1-15	212.00	-	-	212.00
HATT	CAITLIN	PARA - NO DEGREE	2,115.55	-	-	2,115.55
HAUGHTON	NYISHA	SUBSTITUTE TEACHER & PARA 1-15	2,164.50	-	-	2,164.50
HEALY	PAUL	SUB TEACHER & PARA + 15 DAYS	6,620.00	-	-	6,620.00
HERNANDEZ	BRITTANY	COACHING STAFF	-	-	2,736.13	2,736.13
HOROWITZ	KAREN	SUB TEACHER& PARA +91 DAYS	15,088.50	-	-	15,088.50
HUG	SHARON	SUB TEACHER & PARA + 15 DAYS	4,153.50	-	-	4,153.50
HUGHES	JOHN	SUB TEACHER & PARA + 15 DAYS	11,005.29	-	112.72	11,118.01
HUGHES	MICHAEL	COACHING STAFF	-	-	6,432.00	6,432.00
HYMES	JENNIFER	SUB TEACHER & PARA + 15 DAYS	8,027.00	-	-	8,027.00
IHLÖFF	ROBERT	COACHING STAFF	-	-	8,319.82	8,319.82
JACHOWICZ	JESSICA	SUBSTITUTE TEACHER & PARA 1-15	3,016.00	-	-	3,016.00
JACOBS	LEE	SUBSTITUTE TEACHER & PARA 1-15	4,460.00	-	-	4,460.00
JANDA	SAMANTHA	COACHING STAFF	-	-	3,700.40	3,700.40
JENKINS	GEORGE	COACHING STAFF	-	-	10,651.00	10,651.00
KANE	ERIKA	PARA - NO DEGREE	104.00	-	-	104.00
KAPLAN	ERIC	COACHING STAFF	-	-	6,931.00	6,931.00
KAUFMAN	EMILY	PERMANENT SUBSTITUTE TEACHER	26,761.97	-	-	26,761.97
KEAVENY	ERIN	COACHING STAFF	-	-	3,436.04	3,436.04
KHAEMBA	JANET	COACHING STAFF	-	-	7,075.20	7,075.20
LAMB	THOMAS	COACHING STAFF	-	-	3,466.00	3,466.00
LAVENTURE	BRIGITTE	PARA - NO DEGREE	4,894.00	-	-	4,894.00
LEONE	SANDRA	SUBSTITUTE TEACHER & PARA 1-15	20,424.00	-	-	20,424.00
LIBBY	JEFFREY	COACHING STAFF	-	-	1,917.48	1,917.48
LIM	KYUNG AE	SUBSTITUTE TEACHER & PARA 1-15	1,307.00	-	-	1,307.00
LODI	MATTHEW	COACHING STAFF	-	-	4,750.00	4,750.00
LUCAS	LAUREN	SUBSTITUTE TEACHER & PARA 1-15	106.00	-	-	106.00
MAHER	AUCIA	SUBSTITUTE TEACHER & PARA 1-15	4,557.00	-	-	4,557.00
MAK	AMY	SUB TEACHER & PARA + 15 DAYS	5,301.00	-	-	5,301.00
MALTZMAN	ALLIE	PARA - NO DEGREE	2,087.08	-	-	2,087.08
MANGINO	FONDA	SUBSTITUTE TEACHER & PARA 1-15	1,144.00	-	-	1,144.00
MANNA	M PETER	SUB TEACHER & PARA + 15 DAYS	1,825.50	-	-	1,825.50
MARIANO	SUSAN	SUBSTITUTE TEACHER & PARA 1-15	1,688.50	-	-	1,688.50
MATHUR	MANSI	SUBSTITUTE TEACHER & PARA 1-15	364.00	-	-	364.00
MAURER	JOANNE	SUB TEACHER & PARA + 15 DAYS	1,953.50	-	1,551.57	3,505.07
MAZZOLA	ELIZABETH	COACHING STAFF	-	-	3,902.24	3,902.24
MCCARTHY	BRETT	COACHING STAFF	-	-	4,750.00	4,750.00
MCDOWELL	KURT	COACHING STAFF	-	-	4,750.00	4,750.00
MCGUIRE	PAUL	SUB TEACHER & PARA + 15 DAYS	9,249.50	-	-	9,249.50
MCMAHON	KARA ANN	COACHING STAFF	-	-	5,510.00	5,510.00
MEISNER	ANNE	COACHING STAFF	-	-	6,515.20	6,515.20
MORIN	ANDREW	SUBSTITUTE NURSE	600.00	-	-	600.00
MOYNIHAN KILGORE	COLLEEN	PARA - NO DEGREE	104.00	-	-	104.00
O BRIEN	KATHARINE	COACHING STAFF	-	-	5,351.84	5,351.84
O LEARY	COLLEEN	SUBSTITUTE TEACHER & PARA 1-15	19,431.52	-	-	19,431.52
OREILLY	SHEILA	PARA - NO DEGREE	4,063.50	-	-	4,063.50
PACHECO	NICHOLAS	PERMANENT SUBSTITUTE TEACHER	11,320.50	-	-	11,320.50
PERISTERE	SUSAN	SUBSTITUTE NURSE	2,600.00	-	-	2,600.00
PRENDERGAST	PATRICK	COACHING STAFF	-	-	1,682.00	1,682.00
PRICE	MARIA	SUBSTITUTE TEACHER & PARA 1-15	5,291.09	-	-	5,291.09
RAJABI DEHKHARGHANI	ROXANNA	SUBSTITUTE TEACHER & PARA 1-15	1,196.00	-	-	1,196.00
REEVES	JEAN	SUBSTITUTE TEACHER & PARA 1-15	607.19	-	-	607.19
ROGERS	RUSTY	COACHING STAFF	-	-	5,510.00	5,510.00
ROONEY	LINSEY	COACHING STAFF	-	-	6,559.80	6,559.80
RUFO	KATHRYN	COACHING STAFF	-	-	3,767.68	3,767.68
RYAN	TIMOTHY	SUBSTITUTE TEACHER & PARA 1-15	1,518.00	-	-	1,518.00
SACCHETTI	CHRISTOPHER	COACHING STAFF	-	-	2,771.00	2,771.00
SANDLER	CELIA	SUBSTITUTE TEACHER & PARA 1-15	106.00	-	-	106.00
SAVILONIS	MARSHA	PARA - NO DEGREE	104.00	-	-	104.00
SAWAN	MICHELLE	SUBSTITUTE TEACHER & PARA 1-15	848.00	-	-	848.00
SEFTON	VIRGINIA	SUB TEACHER & PARA + 15 DAYS	5,995.00	-	-	5,995.00
SEMONIAN	SELENA	SUBSTITUTE NURSE	200.00	-	-	200.00
SHAGORY	EDWARD	SUB TEACHER & PARA + 15 DAYS	11,101.00	-	-	11,101.00
SHEPARD	DOUGLAS	SUB TEACHER & PARA + 15 DAYS	4,563.00	-	-	4,563.00
SLATTERY	RICHARD	COACHING STAFF	-	-	3,466.00	3,466.00
SLOAN	ASHLEY	COACHING STAFF	-	-	15,051.74	15,051.74
STANLEY	MICHAEL	COACHING STAFF	-	-	8,746.40	8,746.40
STARK	JOY	SUBSTITUTE TEACHER & PARA 1-15	104.00	-	-	104.00
STEWARSON	KYLE	SUBSTITUTE TEACHER & PARA 1-15	10,087.00	-	-	10,087.00
STOLLER	JENNIFER	COACHING STAFF	-	-	1,121.33	1,121.33
STONE	KEVIN	COACHING STAFF	-	-	1,682.00	1,682.00
SUGRUE	MATTHEW	SUBSTITUTE TEACHER & PARA 1-15	2,611.00	-	-	2,611.00
SULLIVAN	LAUREN	SUBSTITUTE TEACHER & PARA 1-15	1,352.00	-	-	1,352.00
SUXHO	PETRAQ	COACHING STAFF	-	-	18,159.22	18,159.22
TAGER DOLAT	LAURIE	SUB TEACHER & PARA + 15 DAYS	1,813.50	-	-	1,813.50
TERRY	ELIZABETH	SUBSTITUTE TEACHER & PARA 1-15	29,062.77	-	2,333.65	31,396.42
THOMAS	KEVIN	COACHING STAFF	-	-	6,365.00	6,365.00
THOMAS	ZACHARY	COACHING STAFF	-	-	4,507.76	4,507.76
VERDELLI	ABIGAIL	COACHING STAFF	-	-	4,878.72	4,878.72
VITARELLI	KIRSTY	SUBSTITUTE TEACHER & PARA 1-15	3,322.00	-	-	3,322.00
WABER	PAUL	SUBSTITUTE TEACHER & PARA 1-15	626.00	-	-	626.00
WAINWRIGHT	DAVID	COACHING STAFF	-	-	9,426.16	9,426.16
WALKER	DAVID	SUB TEACHER & PARA + 15 DAYS	13,079.29	-	-	13,079.29
WELCH	DAVID	SUBSTITUTE TEACHER & PARA 1-15	1,709.00	-	-	1,709.00
WHITE	LEAH	PARA - NO DEGREE	1,560.00	-	-	1,560.00
WILSON	REBECCA	PERMANENT SUBSTITUTE TEACHER	29,908.66	-	-	29,908.66
WINN	SHARON	TUTOR/HOMEBOUND	10,402.46	-	-	10,402.46
WOELFUNGSEDER	SIEGLINDE	PARA - NO DEGREE	3,328.00	-	-	3,328.00
WRIGHT	JEFFREY	COACHING STAFF	-	-	3,364.00	3,364.00
YANCEY	JENNIFER	COACHING STAFF	-	-	5,795.00	5,795.00
YOUNG	MARIA	SUB TEACHER & PARA + 15 DAYS	4,113.00	-	-	4,113.00
			<b>539,248.03</b>	<b>-</b>	<b>273,169.35</b>	<b>812,417.38</b>





ABBOTT RD	D7	CARVER HILL ST	J8	DWIGHT AV EXT	D5	GREAT ROCK CIR	I2	KELLEY WY
ADAMS ST	H6	CASWELL ST	I9	<b>E. CENTRAL ST</b>		GREEN ST	I3	KELSEY RD
ALDEN ST	B7	CECIL RD	F2	<b>(RT-135)</b>	<b>G7</b>	GREENLEAF ST	G1	KENDALL LN
ALGER ST	I8	CEDAR AV	I5	E. EVERGREEN RD	D4	GREENWOOD RD	F2	KIMBALL CT
ALGONQUIAN DR	H7	CEDAR ST	I8	EAST ST	H5	GRISTMILL LN	L7	KINSMAN PL
ALLEN CT	H5	CEDAR TER	I5	EASTLEIGH LN	J4	GROVE RD	E7	KNOX CT
ALLEN ST	H6	CEMETERY ST	H4	EDEN ST	H2	GROVE ST	G5	KYLIE LN
ALLISON WY	K5	CENTRE ST	E5	EDGEWOOD AV	D7	GROVE TER	E7	<b>LACONIA RD</b>
AMBLER CT	I5	CHALCOM CIR	K7	EDGEWOOD AV	I6	GUYS WY	G7	LACOSTA DR
ANDREW CIR	B7	CHARLES ST	F5	EDSON RD	K8	<b>HALSEY WY</b>	F7	LAGRANGE ST
APPLE RIDGE DR	L8	CHERYL RD	F3	EDWARDS RD	H3	HAMMOND AV	D4	LAKE ST
APPLETON RD	D5	CHESTER ST	H6	EISENHOWER AV	E7	HAMMOND RD	C4	LAKESHORE RD
APPLETREE LN	D4	CHESTNUT ST	F5	<b>ELIOT ST (RT-16)</b>	<b>I8</b>	HAMMOND RD EXT	C4	LAKESIDE AV
AQUEDUCT RD	K7	CHIEFTAIN LN	I7	ELIOT HILL RD	K6	HAMPSHIRE DR	E5	LAKEVIEW AV
ARBOR CIR	F7	CHRISLIN WY	C4	ELM ST	H5	HAMPTON RD	F3	LAKEWOOD RD
ARCADIA RD	F4	CHRYSLER RD	E2	ELMWOOD AV	I5	HARDING RD	J1	LAMPLIGHT CIR
ARCHER DR	F3	CHURCH ST	H6	ELWIN RD	G1	HARDWICK RD	F1	LANES END
ARLINGTON CIR	E6	CIDER MILL LN	K5	EMERSON ST	D5	HARP CT	I8	LANGDON RD
ARLINGTON RD	D6	CIRCULAR AV	I5	ENGLAND RD	J3	HARRISON ST	G5	LANTERN LN
ARROW PT	I7	CLARENDON ST	H6	ERIE DR	C6	HARTFORD ST	F2	LARCHWOOD LN
ARTHUR ST	F5	CLARKS CT	H5	ERLANDSON RD	E7	HARVARD ST	G6	LARKSPUR WY
ASH ST	D4	CLAYBROOK RD	K9	ERNEST DR	J7	HARVARD ST EXT	G6	LAURIE LN
ATHERTON ST	I5	CLEARVIEW DR	I6	ESSEX RD	F1	HARVEST MOON DR	J6	LEACH LN
AUBURN ST	I8	CLIFTON RD	F3	EUCLID AV	D6	HARWOOD CIR	E6	LEDGE LN
AUSTIN WY	F6	CLOVER LN	J7	EUCLID CIR	D6	HARWOOD RD	D6	LEIGHTON ST
AUTUMN LN	I2	CLOVER TER	J7	EVANS DR	C4	HAWTHORNE ST	F5	LELAND RD
AVON LN	F3	CLUBHOUSE LN	A6	EVERETT ST	L5	HAYES ST	H6	LENA RD
AVON ST	H6	COACHMAN LN	F1	EVERETT TER	L6	HEARTHSTONE CIR	C5	LENOX ST
AZALEA CIR	H7	COBBLESTONE DR	J6	EVERGREEN RD	D3	HEAVEY WY	J5	LIBBY RD
<b>BACON ST</b>	F6	COCHITUATE ST	H5	<b>FAIRBANKS PL</b>	F5	HEIDI LN	E4	LIBERTY ST
BADGER AV	J8	COHNS ST	I9	FAIRS LN	K8	HEMLOCK DR	G1	LINCOLN CIR
BAILEY HILL RD	I8	COLBURN ST	I6	FAIRVIEW AV	I3	HERBERT RD	I3	LINCOLN PL
BARCHSTEAD PL	I4	COLEMAN CT	F4	FAIRWAY CIR	G3	HERITAGE LN	G4	LINCOLN ST
BARNESDALE RD	F2	COLLEGE RD	F8	FARM HILL RD	I7	HF BROWN WY	I1	LINCOLN ST EXT
BASS RD	E7	COLLINS AV	I4	FARRANT RD	D5	HICKORY RD	C6	LINDEN ST
BASS TER	E7	COLUMBIA AV	F3	FARWELL ST	I6	HIGH ST	H5	LINWOOD RD
BAY STATE RD	F6	COMMON ST	H6	FAY WY	I6	HIGH ST EXT	I5	LODGE LN
BAYBERRY RD	D4	<b>COMMONWEALTH RD</b>		FELCH CT	D4	HIGHLAND ST	G5	LODGE RD
BEACON ST	F5	<b>(RT-30)</b>	<b>A7</b>	FELCH RD	C5	HILL ST	G1	LOIS ST
BEACONSFIELD DR	F5	CONCORD PL	H5	FERN ST	I3	HILLCREST AV	I5	LOKER ST
BEAR HILL RD	J5	CONCORD ST	H5	FERNDALE RD	C5	HILLSIDE RD	G6	LONGFELLOW RD
BEAVER DAM RD	G2	CONNECTICUT AV	E7	FERRIN CT	H5	HOFFMAN CT	H5	LONGVIEW ST
BEE ST	H6	COOLIDGE AV	I6	FIELDSTONE LN	L5	HOME AV	H2	LOOKOUT AV
BELLEVUE RD	H5	COOPER RD	E7	FIFTH ST	F4	HOMEWARD LN	I1	LOOKOUT FARM RD
BELMORE RD	H3	CORDIAL WY	K8	FIRST ST	F4	HOMEWARD RD	H1	LOTUS PT
BELVIDERE ST	G5	CORMAN DR	C4	FISHER ST	F4	HOPEWELL FARM RD	K5	LOWELL RD
BENNETT ST	I5	COTTAGE ST	H5	FISKE LN	I3	HOVEY AV	B7	LUPINE ST
BEVERLY RD	D6	COUNTRYSIDE RD	J5	FISKE ST	I3	HOWE ST	G1	LYMAN ST
BIGELOW AV	G5	COURSE BROOK LN	J3	FLORAL AV	I5	HUDSON ST	I3	LYNN ST
BIRCH RD	D4	COURT ST	H5	FLORAL AV EXT	I5	HUNTER'S LN	I5	<b>MACARTHUR RD</b>
BISHOP ST	G1	CRAFT RD	D6	FLORENCE ST	G6	HUNTERS HILL CT	H5	MADISON ST
BLOSSOM CIR	E4	CRAIGIE ST	I6	FLYNN ST	E4	HUNTINGTON ST	D6	MADONNA ST
BLUEBERRY HILL RD	G1	CRESCENT ST	G3	FOLEY DR	F4	HURON DR	C6	MAGNOLIA RD
BLUESTONE WY	J6	CREST RD	D4	FORD CT	I5	<b>ICE HOUSE LN</b>	J4	MAIN ST (RT-27)
BODEN LN	G1	CROSS ST	I5	FOREST AV	H5	INDIAN RIDGE RD	M7	MAINE AV
BOLSER AV	I3	CURTIS RD	G2	FOREST AV EXT	I5	INDIAN RIDGE WY	M8	MAINSTONE RD
BORDER RD	F7	CURVE ST	I5	FOREST ST	H5	INDIAN ROCK RD	A7	MALDEN ST
BRADFORD RD	D5	CYPRESS RD	D4	FOSKETT CT	G5	INDIAN SPRINGS RD	M8	MANCHESTER PL
BRAEMORE RD	H1	<b>D ST</b>	<b>G1</b>	FOXHILL DR	C7	INGLESIDE RD	C7	MANOR AV
BRIAR LN	B7	DARBY CT	C5	FRANCES AV	G3	IRVING RD	D5	MANSFIELD ST
BRIGHAM CT	G7	DARTMOUTH ST	D4	FRANCONIA AV	F5	IVY LN	G1	MAPLE AV
BROADS AV	I8	DAVID DR	G6	FRANKLIN ST	G6	<b>JACK PATRICK LN</b>	K6	MAPLE ST
BROOK ST	I8	DAVIS BROOK DR	I7	FRONT ST	I8	JACKSON CT	F4	MARIE PT
BROOK HOLLOW RD	I8	DEAN RD	F2	FROST ST	B6	JACQUELINE CIR	E5	MARION ST
BROOKDALE RD	G1	DEEPWOODS DR	K7	<b>GANNETT RD</b>	E7	JAMESON ST	J5	MARJORIE LN
BROWNING RD	E7	DEER PT	J6	GARDEN RD	H1	JEFFERSON ST	I6	MARK ST
BUCKINGHAM RD	G2	DEERFIELD LN	F5	GARFIELD ST	H6	JENNIFER CIR	I3	MARSHALL AV
BUCKSKIN LN	I6	DEVIN DR	C6	GEN. GREENE AV	G4	JENNINGS POND RD	E7	MARSHALL RD
BUENA VISTA RD	E7	DEWEY ST	H6	GIBBS ST	E6	JENNISON CIR	B7	MARSTON LN
BUNKER LN	J3	DIAMOND ST	H5	GIBSON RD	G1	JOSEPH P. SHERIDAN		<b>MASS PIKE PIKE (I-90)</b>
BURNING TREE RD	H1	DIGREN RD	F6	GILBERT ST	G5	WY	E3	MASSACHUSETTS AV
BURNING TREE TER	H2	DONCASTER DR	G3	GILMORE AV	I8	JOSHUA PT	J5	MATHEW CT
BYRON RD	E7	DONOVAN LN	G6	GLEN ST	J8	JUDITH RD	F4	MEADOW ST
<b>CABOT ST</b>	<b>B7</b>	DORSET LN	G7	GLENWOOD ST	K8	JUNIPER LN	I6	MEADOW POND LN
CAMPUS DR	I4	DOTTIES CT	C5	GORDON RD	D4	JUSTIN RD	K7	MECHANIC ST
CAPE ST	J9	DOVER RD	J9	GRACE CIR	I5	<b>KAPRELIAN CT</b>	<b>E4</b>	MEETING HOUSE LN
CARLISLE TER	F5	DRAPER ST	I3	GRANBY RD	G3	KAREN LN	J2	MEGONKO RD
CARLSON CIR	J3	DRURY LN	D5	GRANDVIEW ST	I6	KATIE PT	J2	MELODY WY
CARSHA DR	K5	DURANT RD	I4	GRANT ST	H6	KEANE RD	E7	MELVIN RD
CARTER DR	F7	DWIGHT AV	D5	GRAYSTONE LN	K6	KEANE TER	E7	MERCER RD





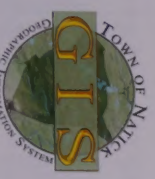




# TOWN OF NATICK

## Home of Champions

- Legend**
- Mass Pike (I-90)
  - Route
  - Major Road
  - Local
  - Access/Ramp
  - Scenic Road



Cartography By Richard Ames, GISP  
Street index on Reverse



F5	MEREDITH PT	F8	PERRY RD	E4	SHERMAN TER	H6	<b>W. CENTRAL ST</b>	
G3	MERIFIELD LN	L6	PETERSON RD	D7	SHERWOOD RD	F3	<b>(RT-135)</b>	<b>H3</b>
H1	MERRILL RD	J8	PHEASANT HOLLOW		SHORE RD	E7	WABAN ST	H5
H5	MICHAEL TER	J5	RD	I2	SHORE TER	E7	WALCOTT ST	I5
G5	MICHIGAN DR	C7	PHILLIPS ST	J9	SIENNA LN	J5	WALDEN DR	I2
I5	MIDDLE ST	G6	PHILLIPS POND RD	K8	SILVERHILL LN	I2	WALKUP CT	G7
J2	MIDDLESEX AV	H5	PICKEREL RD	D7	SKOHEGAN WY	H7	WALNUT AV	E5
E7	MILFORD AV	B7	PILGRIM RD	G1	SOUTH AV	H5	WALNUT ST	E6
H2	MILK ST	H6	PINE ST	C5	SOUTH ST	K7	WALNUT HILL DR	G6
G5	MILL LN	J8	PINEHURST AV	I2	SPEEN ST	E3	WALNUT PARK RD	E6
G5	MILL ST	G2	PINERIDGE RD	E7	SPOONER AV	I3	WARING RD	D4
E4	MILLBROOK RD	G1	PINEWOOD AV	I5	SPRING ST	H5	WARREN RD	J9
B7	MOCCASIN PT	I7	PITTS ST	H5	SPRING VALLEY RD	D5	WASHBURN CT	I5
I3	MOHEGAN TRAIL	I1	PLAIN ST	H5	SPRUCE LN	I2	WASHINGTON AV	G5
F4	MOORE ST	J3	PLEASANT ST	J8	SQUIRE CT	I2	WASHINGTON ST	G5
F1	MORAN CT	G5	PLEASANT VIEW RD	E7	ST THOMAS AV	J9	WATER ST	I9
J2	MORENCY ST	H1	POINT ST	H3	STACEY ST	H2	WATERVIEW LN	J8
C6	MORGAN DR	J5	POND RD (WELL)	F8	STAGG DR	F3	WATSON ST	H3
M7	MORNINGSIDE AV	J6	POND ST	H4	STANLEY ST	E4	WAYSIDE RD	K5
H1	MORSE LN	I8	POND RIDGE RD	J6	STEPPING STONE LN	K8	WEBSTER ST	I6
I2	MORSE ST	H6	PONDVIEW CIR	B7	STETSON RD	F2	WEDGEWOOD RD	D5
C5	MULLIGAN ST	H6	PORTER RD	F1	STEVEN CIR	G7	WELLESLEY AV	H2
H8	MURDOCK RD	G7	POSSUM HOLLOW LN	F3	STILLMAN CIR	I1	WELLESLEY RD	D7
J5	<b>N. MAIN ST (RT-27)</b>	<b>C4</b>	POST OAK LN	I2	STILLMAN ST	J1	WELLS ST	E7
D5	N. PLEASANT ST	F4	PREBLE ST	I5	STILLWATER CIR	F7	WENTWORTH RD	E5
D6	NANCY RD	B6	PRESBREY PL	J5	STONE TER	G1	WEST ST	I4
I3	NAPLES RD	E7	PRESCOTT AV	I2	STONEBRIDGE CIR	G2	WESTERN AV	H5
D4	NASHOBAN CIR	F4	PRINCETON RD	E7	STONES END RD	J5	WESTFIELD RD	H2
I7	NATICK LABS	G4	PROCTOR ST	I3	STRATFORD RD	C4	WESTLAKE RD	D4
C6	NEIL CIR	F4	PROSPECT ST	H2	STRATHMORE RD	F2	WESTVIEW AV	H6
I6	NELSON CT	I5	PRYOR RD	C5	STRAWBERRY HILL		WESTVIEW RD	I1
H6	NELSON ST	I5	PUMPKIN PINE RD	H1	RD	G7	WESTVIEW TER	H6
H6	NERN ST	G6	PURINGTON AV	F3	SUMMER ST	H5	WESTWOOD RD	D7
H6	NEW RD	E4	QUINCE ST	H5	SUMMIT RD	G6	WETHERSFIELD RD	D5
E5	NEW HAMPSHIRE AV	E7	RABBIT RUN RD	F3	SUNDANCE WY	I6	WHALEN LN	H5
H1	NEWFIELD DR	H2	RANDALL CT	H5	SUNNYSIDE RD	E4	WHEELER LN	E5
G3	NEWMAN CIR	C7	RANGER RD	G2	SUNSET PT	D3	WHISPERING LN	J6
H3	NIMITZ CIR	F7	RATHBUN RD	B7	SUNSHINE AV	D7	WHITCOMB ST	I3
F5	NOBBY LN	H5	REDMEN DR	J4	SUPERIOR DR	E3	WHITNEY CIR	C7
F4	NOKOMIS WY	I7	RETROP RD	G7	SURREY LN	G2	WHITRIDGE RD	K6
D6	NOLIN ST	H1	REYNOLDS AV	H5	SYLVESTER RD	J3	WHITTIER RD	D7
H1	NONESUCH DR	B6	RHODE ISLAND AV	E7	SYLVIA AV	I2	WHITTIER RD EXT	D7
I2	NORTH AV	G6	RICE ST	G6	<b>TAMARACK RD</b>	<b>H1</b>	WIGHT FARM RD	F5
K9	NORTHWOOD LN	A7	RICHARD RD	D5	TAYLOR AV	H5	WILDMEADOW LN	K5
D4	NOTTINGHAM DR	F2	RICHMOND RD	E7	TECH CIR	C6	WILDWOOD PL	G3
E4	NOUVELLE WY	E2	RIDGE AV	F3	TEMPLE ST	H5	WILLOW ST	G5
E5	<b>OAK ST</b>	<b>B6</b>	RIVER ST	I9	TERRACE RD	F6	WILOGREEN RD	G7
D5	OAK HILL RD	B7	RIVERBEND DR	J7	TERRANE AV	E5	WILSON DR	H1
F3	OAK KNOLL RD	C4	ROBERT SPROULE LN	I8	THERESA LN	J2	WILSON ST	H6
<b>E7</b>	OAKLAND ST	H5	ROBINHOOD RD	F3	THIRD ST	F4	WINCH WY	G5
I6	OAKLAND ST EXT	I5	ROCKLAND ST	J5	THOMPSON CT	H5	WINDSOR AV	J3
G1	OAKLAND TER	I4	ROCKLAND TER	K5	THOREAU CT	I2	WINNEMAY ST	G5
D4	OAKRIDGE AV	F7	ROCKRIDGE RD	K7	TIBBETTS ST	G6	WINSLOW RD	E7
H5	OLIVER ST	I5	ROCKWOOD RD	I7	TIMBER LN	F3	WINTER ST	B6
E7	OLIVIER ST	G1	ROCKY HILL RD	I5	TOURNAMENT RD	H2	WOLFE TER	J5
A7	ORCHARD RD	E7	ROLLING LN	F8	TOWER CT	F5	WOODBINE RD	I2
H6	OTIS ST	D6	ROSEWOOD LN	C6	TOWNSEND CIR	I3	WOODBURY LN	J7
G7	OVERBROOK RD	D7	ROUNDWOOD RD	F5	TRAVERSE RD	E7	WOODCOCK PT	K6
E6	OVERBROOK TER	E7	ROXBURY AV	H5	TRAVIS RD	F2	WOODLAND HTS	I7
G6	OVERHILL RD	F5	RUNNINGBROOK CIR	E4	TUCKER ST	H4	WOODLAND ST	I6
I4	OVERLOOK RD	E7	RUSSELL CIR	D5	TYLER ST	F4	WOODLEIGH RD	J6
H5	OXBOW RD	H1	RUTLEDGE LN	E5	<b>UNION CT</b>	<b>H5</b>	WOODS CT	G6
J2	OXFORD ST	D7	RUTLEDGE RD	D4	UNION ST	H6	<b>WORCESTER ST</b>	
G6	<b>PALMER AV</b>	<b>H5</b>	<b>S. LINCOLN ST</b>	<b>I9</b>	<b>UNIVERSITY DR</b>	<b>G7</b>	<b>(RT-9)</b>	<b>E5</b>
I3	PAMELA RD	C6	<b>S. MAIN ST (RT-27)</b>	<b>H5</b>	UPLAND RD	D7	WORONOCO DR	H7
C5	PARK AV	E5	SADDLEBROOK RD	A7	<b>VALE ST</b>	<b>G6</b>	WYNDMERE LN	L6
I2	PARK ST	H6	SAMUEL PT	J2	VALLEY RD	G5	<b>YORKSHIRE DR</b>	<b>E5</b>
F7	PARKER CT	H5	SANCTUARY BLVD	J6	VERMONT AV	E7	<b>YUBA PL</b>	<b>G5</b>
K8	PARKMAN ST	G5	SASSAMON RD	M8	VERNON RD	G2	ZOAR ST	I6
<b>A7</b>	PARKVIEW ST	I6	SAWIN ST	G6	VESTA RD	E4		
E7	PARSONS WY	J8	SCARSDALE RD	I7	VICTORIA CIR	I3		
I8	PATTON RD	F7	SCHALLER ST	I9	VILLAGE WY	H2		
F4	PAUL ST	E6	SCHOOL ST	H6	VILLAGE BROOK LN	I1		
J3	PAULINE DR	G6	SCHOOL ST EXT	H6	VILLAGE GREEN A	L8		
G5	PAYSON RD	G5	SECOND ST	F4	VILLAGE GREEN B	L8		
F5	PEARL ST	H5	SHADY OAK LN	G1	VILLAGE GREEN LN	H1		
E4	PEGAN LN	L9	SHATTUCK ST	G5	VILLAGE HILL LN	I1		
G2	PELHAM RD	G1	SHEFFIELD RD	D5	VILLAGE ROCK LN	I1		
E7	PENACOOK LN	G7	SHERIDAN ST	H6	VIRGINIA RD	G2		
F1	PENOBSCOT DR	H7	SHERMAN ST	H6	VISION DR	E5		



## TOWN FACILITIES

Town Hall Offices	13 East Central Street	508-647-6400
Assessors		508-647-6420
Board of Health		508-647-6460
Board of Selectmen		508-647-6410
Building Department		508-647-6450
Community Development		508-647-6450
Comptroller		508-647-6435
Human Resources		508-647-6471
Information Technology		508-647-6472
Retirement		508-647-6440
Tax Collector/Treasurer		508-647-6425
Town Administrator		508-647-6410
Town Clerk		508-647-6430
 Cole Center (Recreation & Parks)	 179 Boden Lane	 508-647-6530
 Community Organic Farm	 117 Eliot Street	 508-655-2204
 Community – Senior Center	 117 East Central Street	 508-647-6540
Council on Aging		508-647-6544
Human Services		508-647-6519
Veterans Services		508-647-6545
 Department of Public Works	 75 West Street	 508-647-6550
Engineering		508-647-6551
Highway		508-647-6562
Land Facilities		508-647-6558
Sanitation		508-647-6556
Water & Sewer		508-647-6557
 Fire Department (Non-emergency)	 22 East Central Street	 508-647-9550
 Libraries		
Bacon Free	58 Eliot Street	508-653-6730
Morse Institute	14 East Central Street	508-647-6520
 Police Department (Non-emergency)	 20 East Central Street	 508-647-9500
 Recycling Center	 Corner of Route 27 & West Street	
 Sassamon Trace Golf Course	 233 South Main Street	 508-655-1330
 School Department – Main Office	 13 East Central Street	 508-647-6500
Bennett-Hemingway Elementary	22 East Evergreen Road	508-647-6580
Brown Elementary	1 Jean Burke Drive	508-647-6660
Johnson Elementary	99 South Main Street	508-647-6680
Lilja Elementary	41 Bacon Street	508-647-6570
Memorial Elementary	107 Eliot Street	508-647-6590
Kennedy Middle	165 Mill Street	508-647-6650
Wilson Middle	22 Rutledge Road	508-647-6670
Natick High School	West Street	508-647-6600

Please visit <http://natickma.gov/730/Contact-Us> for a complete Town Directory



